

## Incident

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IR#

██████████-2016

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**Reported On**

October 2, 2016 5:27 AM

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**Reported By**

██████████ ██████████

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**Incident Type**

Sexual Misconduct

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**Date/Time of Incident**

October 2, 2016 2:45 am

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**Location of Incident**

Fraternity Houses/Phi Sigma Phi

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**Incident Description**

On Sunday, October 2nd at approximately 2:45 AM, Resident Assistant ██████████ was completing his final duty rounds in ██████████ Hall. During this round, Resident ██████████ asked RA ██████████ if they could speak later on tonight. Previously in the night, Resident ██████████ asked RA ██████████ if he was able to speak later on and was very persistent.

RA ██████████ asked Resident ██████████ if she wanted a private space to speak – she said yes and the two went to Residence Hall Director ██████████ office. Resident ██████████ noted that she had gone out that night (Saturday, October 1st, 2016) and was expecting to go to the Central Michigan University vs. Western Michigan University football game. Resident ██████████ noted that she left ██████████ Hall just before 6:00 PM and traveled to Phi Sigma Phi Fraternity house. Throughout the night, she noted that she consumed just under half of a fifth of Smirnoff vodka. Resident ██████████ stated that she never ended up going to the football game at any point throughout the night.

Resident ██████████ arrived at Phi Sigma Phi Fraternity and was with her roommate ██████████ when she initially arrived at the house. Throughout the night, Resident ██████████ noted that the two got separated within the house. Resident ██████████ then expressed to RA ██████████ that, "they took me [Resident ██████████] to the basement." From this point, she stated that she, "wasn't into that stuff." RA ██████████ then expressed to Resident ██████████ at that point that anything pertaining to sexual misconduct or harassment had to be reported upward, not outward, so she was able to get the help that she needed. Resident ██████████ expressed her understanding.

At this point, RA ██████████ continued the conversation and asked Resident ██████████ what happened in the basement. She expressed that, "I [Resident ██████████] didn't like being touched like that," and, "they kept grabbing me." RA ██████████ asked Resident ██████████ how many individuals were touching her, she responded with four (4) individuals. RA ██████████ then asked her in what location in the basement they started this activity, she stated that they brought her into the laundry room, placed her onto the ground, and shut the door.

At this point (3:04am), RA ██████████ texted RHD ██████████ and notified her that he needed her assistance in the ██████████ Hall RHD office immediately regarding a sexual misconduct case.

Continuing on, Resident ██████████ continued telling RA ██████████ that several attackers were, "holding her down," throughout the night and she was, "unable to move, so I ██████████ just stayed there." She noted that in the midst of the night, she noticed that there was blood beside her on the ground. She stated that she did not believe it was her own blood.

RA ██████████ asked Resident ██████████ if there was a consistent attacker who was present while this situation was occurring. She noted that a brother of Phi Sigma Phi, a freshman living in ██████████ approximately 5'6" and skinny, by the name of ██████████ was the main attacker in the situation.

Resident ██████████ noted that all of this activity continued until she departed the Phi Sigma Phi Fraternity house. Resident ██████████ noted that she was driven from the Phi Sigma Phi Fraternity house to ██████████ Hall by a Phi Sigma Phi Fraternity brother – the Fraternity brother was the cousin of another Phi Sigma Phi Fraternity brother and also a resident in ██████████ Hall, ██████████

Resident [REDACTED] noted that the brother who drove her home was very kind. Previously to her departing the Phi Sigma Phi Fraternity house, she noted that her roommate, Resident [REDACTED] stated that, "it was her [Resident [REDACTED]]'s fault because she was too drunk."

Resident [REDACTED] arrived in [REDACTED] Hall at 12:12 AM on October 2nd, 2016 according to the TechOps check-in roster. This is when Resident [REDACTED] began requesting to talk with RA [REDACTED]

RHD [REDACTED] arrived to the RHD office at 3:06am and introduced herself to resident [REDACTED] RHD [REDACTED] and Resident Assistant [REDACTED] listened as resident [REDACTED] described the sexual assault that happened to her earlier in fewer words. Resident [REDACTED] stated that she was intoxicated and didn't know what she was doing, but felt as if the attack was her fault. RHD [REDACTED] explained that she too, was a mandated reporter, then she and Resident Assistant [REDACTED] did their best to assure resident [REDACTED] this was not her fault, but resident [REDACTED] disagreed. At that time, Hall Director [REDACTED] asked resident [REDACTED] if she wanted a glass of water and/or tissues. Resident [REDACTED] said yes, and RHD [REDACTED] asked RA [REDACTED] to get both for her. When RA [REDACTED] left the room, RHD [REDACTED] expressed that she knew resident [REDACTED] was having a difficult time with this, but she was not to blame. RHD [REDACTED] lowered herself from the couch to the floor in front of resident [REDACTED] and expressed that she was there to listen and support in any way resident [REDACTED] should need or want should she decide to disclose any information to her. Resident [REDACTED] told RHD [REDACTED] that she was embarrassed, unsure of what to do, and felt as though the situation was her own fault, that her roommate, resident [REDACTED] told her it was on her. RHD [REDACTED] told resident [REDACTED] that it was normal to feel confused and unsure of what to do. RHD [REDACTED] gave resident [REDACTED] different options and resources (CMU PD/SAPA/Listening Ear/etc), and assured her that whatever she decided to do, even if the answer was nothing, it was up to her and she could think about it/decide when she was ready. Resident [REDACTED] then gave RHD [REDACTED] more information about her night, reiterating what she had told RA [REDACTED] earlier. Resident [REDACTED] told RHD [REDACTED] that her roommate, resident [REDACTED] had made more than one comment on her assault that night which made resident [REDACTED] not want to go back to her room. RHD [REDACTED] and resident [REDACTED] spoke about why the situation was not her fault again, and told her that she was not alone. RHD [REDACTED] stated that resident [REDACTED] could stay in the RHD office for as long as she likes, and offered the guest room should she not feel safe or comfortable in her room. Resident [REDACTED] declined use of the guest room and said that she just didn't want her roommates to see her crying. At this time, RA [REDACTED] came back into the room with tissues and water. After a few more minutes, resident [REDACTED] decided that she wanted to go to sleep and RA [REDACTED] offered to walk her back to her room.

After dropping resident [REDACTED] off to her room, RA [REDACTED] was in the midst of walking back to his room when Resident Assistant [REDACTED] asked that RA [REDACTED] to come down near her room. Near RA [REDACTED] room Resident [REDACTED] was looking for RA [REDACTED] to continue talking. RA [REDACTED] asked if Resident [REDACTED] was okay – she said "no, I went to the bathroom and my underwear is gone." RA [REDACTED] apologized and asked her if she wanted to go back down to the [REDACTED] Hall RHD office, she stated yes. RA [REDACTED] and Resident [REDACTED] went back down to the office for a few additional moments to debrief with RHD [REDACTED]

During their time in the office, resident [REDACTED] expressed that remembering she didn't have her underwear on hit her hard, and she didn't want her roommates to see her cry. RHD [REDACTED] said that she could understand that. RHD [REDACTED] then noticed resident [REDACTED] eyes shifting back and forth between RA [REDACTED] and her, so RHD [REDACTED] asked RA [REDACTED] to step out to retrieve resident [REDACTED] a Sexual Assault Resource Card (in a more coded statement). Resident [REDACTED] looked relieved when RA [REDACTED] left, and stated that she was very thankful for him and everything he has done, but she is more comfortable with a female at the moment. RHD [REDACTED] assured resident [REDACTED] that was normal and perfectly fine. Resident [REDACTED] then disclosed that she didn't know how or want to tell anyone what happened, especially her mother; Resident [REDACTED] did not want anyone to think differently of her. RHD [REDACTED] stated that she thought resident [REDACTED] was brave for coming forward, and did not think any differently of her. Resident [REDACTED] brought up her intoxication again, but RHD [REDACTED] assured her that was directly related to why the assault was not her fault.

RHD [REDACTED] told resident [REDACTED] then that although she was going through a difficult time, she was always there to listen, chat with, or sit with any time resident [REDACTED] wanted or needed. RHD [REDACTED] told resident [REDACTED] how to get in contact with her after hours, then RA [REDACTED] re-entered the room. RA [REDACTED] handed resident [REDACTED] a Mental Health and Counseling brochure and a Sexual Assault Resource Card, explaining both. Resident [REDACTED] thanked the professional staff and asked RA [REDACTED] to escort her to her room once again so she could sleep.

#### Alcohol Summary:

- Half of a fifth of Smirnoff vodka

#### Students of Concern

#### Student Groups Involved

Phi Sigma Phi (Phi Sigma Phi)

#### Residence Hall Director Called

Yes

#### Sexual Violence Card Used

Yes

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**Medical Transport**

No

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**Police Called**

No

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**Status**

Completed

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**Administrative Action**

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**Appealed**

No

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**OCRIE Review**

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**Subject**

OCRIE Review

**Body**

Complainant met with OCRIE to discuss resources, interim measures, and the investigatory process. Complainant failed to respond to OCRIE's repeated follow-up attempts.

Under the relevant circumstances, OCRIE has determined that it will not be investigating this matter further at this time.

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**Category**

General Case Notes

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**FW: Follow up to meeting on October 25, 2016**

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**Subject**

FW: Follow up to meeting on October 25, 2016

**Body**

From: [REDACTED]

Date: Friday, October 28, 2016 at 5:14 PM

To: "Idema Jr, Thomas H"

Cc: "shawn.h.head@gmail.com", "Finney, Joseph M", "Brittain, David Duane"

Subject: Re: Follow up to meeting on October 25, 2016

Mr. Idema:

Attached please find the following documents, per your request:

1. Phi Sigma Phi – Xi Chapter Current Roster;
2. List of Men Originally Offered Bids Fall 2016; and
3. Guest List for the 4-Way Social Event on October 1, 2016 with Zeta Tau Alpha, Phi Sigma Sigma, and Sigma Pi.

Our 4-Way Social Event took place before tailgating prior to the CMU/WMU football game. Our Sober Monitors for the Social were



[REDACTED] was in charge of the door and [REDACTED] was a roamer making sure that nothing was getting out of hand. While we usually have four Sober Monitors at our events, on this occasion we only had two. This was because ZTA, Phi Sigma Sigma and Sigma Pi also provided Sober Monitors for the event. When it came time to go to the tailgate, we called several cabs, and the rest of the people walked to the tailgate lots. Our two Sober Monitors were released from their duties after tailgating ended (roughly 7:30pm).

Our beer check was not closely monitored during this event. I can see now that we should have been more mindful of our risk management policies, and we should have been more strict with our enforcement. Looking back, we probably were not as concerned with enforcement because all the other attendees were members of Greek organizations, and they were also responsible for following risk management and FIPG guidelines. After discussing this with our National Director of Risk Management, I now understand that we cannot take things like that for granted. We need to be more diligent in the enforcement of our risk management policies. Even when all of the people at our events are Greek.

Since we last spoke, I have had a chance to follow up with our Social Chair, and he notified me that he forgot to register the event with Orgsync. I also originally thought that we had notified our National Staff members of the event through one of our Facebook groups, but I now believe that we only told some of our National Staff members by phone.

With respect to the police involvement, the Michigan State Police provided a Search Warrant and searched the Chapter House during the early morning hours of Monday, October 3, 2016. Prior to receiving that, we had no knowledge of any alleged criminal activity. A copy of the Search Warrant is also attached. After looking into the matter, my current understanding is that the allegations relate to something that may have happened after the football game. Several hours after our Social Event had ended. We did not have a social event after the football game. It is also my understanding that the police did not find anything during their search, and we have had a difficult time finding any other information about the investigation. Maybe you can help us with that?

Later that morning, after I had learned about the search (I do not live in the Chapter House), I contacted Shawn Head, our National Director of Risk Management, and I explained the situation to him. We discussed the fact that the Search Warrant mentioned [REDACTED] a gentleman that we had recently offered a bid to. I, and the rest of my Executive Board decided to rescind [REDACTED] bid, pending further investigation. Our thought was that if there was enough probable cause for a search warrant to be issued, then there was enough of a reason for us to rescind his bid until we could learn more about the situation. We have zero tolerance for sexual assault.

I registered our list of New Members on Orgsync, and by that time, we had rescinded [REDACTED] bid, so he was not listed.

I have been discussing all of this with our National Director of Risk Management, and he is working with us to make sure that we understand all of the policies and procedures that we are supposed to follow, and that we better understand how to implement and enforce them. I have also copied Shawn Head on this email.

Please let me know if there is any additional information that you need from me.

Thank you,

[REDACTED]

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From: Idema Jr, Thomas H  
Sent: Wednesday, October 26, 2016 8:29:52 PM  
To: [REDACTED]



Cc: shawn.h.head@gmail.com; Finney, Joseph M; Brittain, David Duane  
Subject: Re: Follow up to meeting on October 25, 2016

H [REDACTED]

It was nice meeting you yesterday as well.

The documentation requested included the following:

? A current roster

? A list of people who were given bids this semester

? A guest list for the social on the weekend of October 1st

? A risk management plan for the social on the weekend of October 1st, including who were the sobers/Designated Drivers, Id checkers, and beer check.

? A copy or any documentation sent to either your national office or Student Activities and Involvement notifying them of your social.

? Any other documentation you may have used in preparation of the social on the weekend of October 1st.

I think that was everything we talked about. It would be great if we could get those items by Friday.

[cid:image001.png@01D26FDB.514E90B0]

From: [REDACTED]  
Date: Tuesday, October 25, 2016 at 10:07 PM  
To: "Idema Jr, Thomas H"  
Cc: "shawn.h.head@gmail.com"  
Subject: Follow up to meeting on October 25, 2016

Dear Mr. Tom Idema,

It was nice getting to know you and your staff today. In order to help out the best that I can, could you please send me a list of the documents that you would like me to share? Currently I am speaking with people that may have some more information to help best assist you. I have also Ccd Shawn Head our National Risk Manager in our conversation in order to be able to help out in any way. Please let me know, and I will get back to you as soon as I can.

Thank you,

[REDACTED]

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## President Cell #

Subject  
President Cell #

Body  
President of PSP [REDACTED]

Category  
General Case Notes

## Initial President Meeting

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### Subject

Initial President Meeting

### Body

10/24/16 a meeting with the President of PSF [REDACTED] has been scheduled for this Friday (10/28) at 2:00pm, however [REDACTED] just called to say he has to re-schedule. I will get direction from Joe Finney (Asst Dir/OSC) for next steps. T.Case

Update...Joe Finney directed to move the meeting to earlier this week. I was able to get the meeting re-scheduled for Tuesday (10/25) at 4:00pm. David Brittain (Asst Dir - OCRIE) and Katrina Crawford (Asst Dir - SAI) are also invited to attend. T.Case

### Category

General Case Notes

## Student Contact

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### Subject

Student Contact

### Body

10/19/16 I attempted to contact student as directed by Tom Idema (Director, OSC). I left a voicemail on her cell phone [REDACTED] and sent her an outlook email. T.Case

### Category

General Case Notes

## Additional Information 3

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### Subject

Additional Information 3

### Body

Email from Resident Assistant, [REDACTED]

On Thursday, October 6th, 2016 at approximately 12:15 AM, Resident Assistant [REDACTED] was greeted at his door, [REDACTED] by Resident [REDACTED]. Resident [REDACTED] seemed to have a dismantled look on her face; RA [REDACTED] offered to talk with her for a bit if she wanted to. Resident [REDACTED] and RA [REDACTED] went down to the lower level of [REDACTED] Hall and went to talk in the conference room in-private.

Resident [REDACTED] shared that she, "had a good day and then it hit me [Resident [REDACTED] a little while ago." The main reason she was triggered was because Resident [REDACTED] "walked by and I had to go into my room to avoid him." RA [REDACTED] stated that this entire process must be very hard for her and he cannot imagine going through it. Resident [REDACTED] then continued on to share that her roommate, Resident [REDACTED] "hasn't been helping the situation either," because, "she won't stop talking about it." RA [REDACTED] asked Resident [REDACTED] if she has asked Resident [REDACTED] to stop those conversations — she confirmed.

RA [REDACTED] then asked if Resident [REDACTED] has reached out to any resources yet on campus — she said she had not. RA [REDACTED] then offered to call Sexual Aggression Peer Advocates with her in the moment if she would like — she declined. She continued to tell RA [REDACTED] that she has been thinking about what she should do for the past few days — she said she probably wants to talk to someone. RA [REDACTED] shared with her that we can get her connected to a professional counselor as soon as she asks for one, she understood but didn't want to act just yet.

Resident [REDACTED] continued to state that it has just continually been a reminder and that she just wants it to be, "over with." RA [REDACTED] reinstated that she has the power and capability to overcome the situation and that she has control. RA [REDACTED] then asked Resident [REDACTED] what she has been doing for herself lately and she said that she hasn't been doing much. RA [REDACTED] then asked her if she has been attending classes and eating regularly. Resident [REDACTED] responded by saying that she, "went to my [Resident [REDACTED] 8:00 AM today and a girl invited me to go get breakfast after our tutoring session," and, "it was really nice." RA [REDACTED] shared that he was so ecstatic to hear that!

Resident [REDACTED] then shared that apparently Phi Sigma Phi Fraternity at Central Michigan University's campus is prohibited from

speaking with [REDACTED]. She also shared that Resident [REDACTED] refuses to speak with her. Resident [REDACTED] also shared that when Resident [REDACTED] spoke with one of the Phi Sigma Phi Fraternity brothers that they informed their chapter President, who then prohibited the chapter from speaking with [REDACTED]. Other than that, Resident [REDACTED] shared that she spoke with her father and told him what had occurred and that he was, "quiet," and, "wanted to make sure that I was okay." RA [REDACTED] continued to support her until she felt comfortable enough to go back upstairs to her room. This concludes the incident.

## Clery Notification to CMUPD

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### Subject

Clery Notification to CMUPD

### Body

Joe Finney called Lt. Wassman on Oct. 6 to let him know that the incident had been reported. Lt. Wassman said keep him updated on the situation.

### Category

General Case Notes

## Additional Information 2

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### Subject

Additional Information 2

### Body

Please see the email sent to Hall Director [REDACTED] from Resident Assistant [REDACTED].

On Monday, October 3rd, 2016 at approximately 9:30 PM, Resident Assistant [REDACTED] was coming out of his room, [REDACTED] to go downstairs to the [REDACTED] Hall lobby. In the midst of this, Resident [REDACTED] was outside in the hallway with Lake Superior State University Guest [REDACTED]. They were awaiting [REDACTED] to come out of his room to talk. RA [REDACTED] invited them downstairs to the [REDACTED] Hall Residence Hall Director office, as that was the only private space accessible.

Resident [REDACTED] shared that she was experiencing hardships with her roommate, Resident [REDACTED] who knows about the current situation in its entirety. Resident [REDACTED] shared that the issues arose from Resident [REDACTED] being friends with many of the individuals who live in the Phi Sigma Phi Fraternity house. Resident [REDACTED] shared that Resident [REDACTED] also caught wind that a member of Phi Sigma Phi Fraternity was dismissed yesterday and told Resident [REDACTED] that, "those guys don't deserve to get in trouble." Resident [REDACTED] stated that Resident [REDACTED] has been texting individual(s) within Phi Sigma Phi Fraternity regarding the entire situation. Resident [REDACTED] stated that she asked Resident [REDACTED] not to discuss the situation with anyone.

Resident [REDACTED] also stated that another individual in Phi Sigma Phi, Resident [REDACTED] attempted to visit her in her room but she was unavailable. Resident [REDACTED] shared to Resident [REDACTED] that Resident [REDACTED] visited. Resident [REDACTED] messaged Resident [REDACTED] on Twitter and asked what he visited for — he stated to Resident [REDACTED] "do not contact me in any way after this point [October 3rd, 2016], do not talk to me ever again." Resident [REDACTED] then blocked Resident [REDACTED] on Twitter.

Resident [REDACTED] continued on to say throughout Sunday, October 2nd, 2016, Resident [REDACTED] was dismissive towards Resident [REDACTED] and frequently doubted the truth she was speaking. According to Resident [REDACTED], Resident [REDACTED] questioned the following, "Do you remember what you did," and, "Did you remember having sex?" Resident [REDACTED] also stated that Resident [REDACTED] was, "hoeing around."

RA [REDACTED] then asked how Resident [REDACTED] interaction was at the hospital when she went on October 3rd, 2016. She shared that it was, "fine." Resident [REDACTED] then continued to state how at first the hospital staff were, "unsupportive at first, then had a nurse who was okay and that was all she did." Continuing on, Resident [REDACTED] shared that she didn't want Resident [REDACTED] originally taking her to the hospital; she only wanted Resident [REDACTED] but just, "let it happen." RA [REDACTED] then asked if she got the police involved at the hospital and she confirmed that she did. Once the officer(s) arrived, they asked her to go to the police station for further information on October 4th, 2016. She visited the station and got further information for the process.

Lastly, RA [REDACTED] ensured that Resident [REDACTED] had received information from the Office of Civil Rights and Institutional Equity and explained the complaint process to her. He then explained how long the process takes and what she can expect during it and how she could initiate it, if she so chose to. RA [REDACTED] concluded by ensuring that she was safe in her room and offered her the guest bedroom in [REDACTED] Hall if she needed it — she declined. This concludes the incident.



## Additional Information 1

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### Subject

Additional Information 1

### Body

Additional information provided by responding Resident Assistant, [REDACTED] (via email):

On Sunday, October 2, 2016 at 5:11 PM, Resident Assistant [REDACTED] received a text message from Resident [REDACTED] stating that her mother wants her to, "have an examination done," and "I [Resident [REDACTED]] don't know where to go."

RA [REDACTED] contacted Residence Hall Director Stephanie [REDACTED] regarding this ongoing situation. He asked what the services were that were readily available on a Sunday – RHD [REDACTED] suggested McLaren Hospital within Mount Pleasant, MI.

RA [REDACTED] relayed the information above to Resident [REDACTED] and asked her if she had anyone to transport her to the hospital as a means of support. Resident [REDACTED] noted that one of her roommates, Resident [REDACTED] was available to take her. At this point, RA [REDACTED] was not in [REDACTED] Hall, but offered to call Resident [REDACTED] if she was in a safe space. Resident [REDACTED] shared that she was in her room so RA [REDACTED] ended up coming back to [REDACTED] Hall to discuss the process with her.

Once arriving, RA [REDACTED] asked Residents [REDACTED] and [REDACTED] if they were comfortable discussing this in their room (all aware of the situation). Since their fourth roommate was in the room (unaware of the situation), RA [REDACTED] offered to take them into his common room, they accepted.

RA [REDACTED] shared with them that he wanted to go over the process with them when going to the hospital; he reiterated what was noted above and confirmed that Resident [REDACTED] wanted to go to the hospital for herself – she confirmed. RA [REDACTED] asked if Resident [REDACTED] had showered since the assault; she stated that she had not (per guidance from her mother) and then he explained that her comfort is the number one priority and that she should seek medical attention immediately after the current conversation if that is what she wanted.

RA [REDACTED] also shared that if she wanted to file a police report or get the police involved in any way, she was able to if she chose to. Resident [REDACTED] shared that her mother wanted to get the police involved; RA [REDACTED] later confirmed that she wanted to get the police involved, and it wasn't just her mother who wanted the involvement.

After the conversation, RA [REDACTED] called RHD [REDACTED] to confirm that his process for Resident [REDACTED] getting help in the situation was correct; she confirmed.



October 02, 2016

Dear [REDACTED]

The Office of Civil Rights and Institutional Equity ("OCRIE") at Central Michigan University has recently been made aware of a concern you brought to the attention of a Residence Life staff member. OCRIE is responsible for coordinating accommodations and investigating allegations under the University's Sexual Misconduct Policy. We are sorry to learn about what happened and would like to share some information with you.

Given the nature of the situation, there are various interim measures and accommodations the University may make upon request. The most common interim measures and accommodations available include no contact orders on campus and modifications of work or class assignments. If you wish to discuss these, or other possible interim measures or accommodations, or to request any interim measures or accommodations, please contact the University's Title IX Coordinator, Katherine Lasher, at [lashe1km@cmich.edu](mailto:lashe1km@cmich.edu). The Title IX Coordinator, Katherine Lasher, coordinates interim measures and accommodations with the appropriate University units.

There are also other resources available to you both on campus and in the local community. The following list contains contact information for these resources. Although an agency or entity may be listed under one type of resource, many agencies provide assistance in multiple areas. Confidential resources are denoted with an "\*" after their name. Confidential Resources are those people or entities that are not required, either by law or by policy, to report an allegation of Sexual Misconduct to the Title IX Coordinator and that also provide confidential counseling and support services to people impacted by alleged acts of Sexual Misconduct, whether or not that person chooses to file a complaint or file criminal charges. There is no expectation that a concern or allegation brought to a confidential resource will be reported to the Title IX Coordinator.

Because this incident occurred within the last 120 hours, you may be able to have a forensic exam performed by a Sexual Assault Nurse Examiner (SANE) nurses at McLaren Central Michigan Hospital (contact information below). SANE nurses are trained and available to provide **free** forensic exams and evidence collection usually within the first 120 hours\* following a sexual assault. SANE nurses collect forensic evidence for a rape kit. They are also trained to provide survivors with competent and compassionate medical treatment. It is important to note that law enforcement will likely be contacted at the time of a medical forensic exam. It is not required for an adult survivor to make a police report in order to receive the exam and medical services.

Members of SAPA (contact information below), are available to discuss medical options, SANE services, and/or to accompany survivors to McLaren Central Michigan Hospital.

## **Counseling & Victim Advocacy Resources**

Central Michigan University Counseling Center\*

Foust Hall 102

Mount Pleasant, Michigan 48859

(989) 774-3381

Sexual Aggression Peer Advocates (SAPA)\*

Foust Hall 150

Mount Pleasant, Michigan 48859

(989) 774-2255

Sexual Aggression Services\*

(989) 774-6677

Women's Aid Service\*

(989) 772-9168

## **Medical Resources**

CMU University Health Services\*

Foust Hall

Mount Pleasant, Michigan 48859

(989) 774-5693

McLaren Central Michigan\*

221 South Drive

Mount Pleasant, Michigan 48858

(989) 772-6700

MidMichigan Health - Midland\*

4000 Wellness Drive

Midland, Michigan 48670

(989) 839-3000

## **Legal & Immigration Assistance**

Legal Services of Eastern Michigan - Saginaw Office\*

320 South Washington Avenue, Third Floor

Saginaw, Michigan 48607

(800) 322-4512

Michigan State University College of Law Immigration Law Clinic\*

610 Abbot Road

East Lansing, Michigan 48823

(517) 336-8088



## **Student Financial Aid Resources**

Central Michigan University Office of Scholarships & Financial Aid  
Student Service Court  
Mount Pleasant, Michigan 48859  
(989) 774-3674

You do not need to file a complaint with OCRIE in order to receive a reasonably available accommodation, for the University to institute interim measures on your behalf, or otherwise take advantage of any of the resources referenced in this letter.

Given the nature of the situation, you may file a complaint with the University through OCRIE. You can contact OCRIE by coming to the Bovee University Center, Suite 306, by calling (989) 774-3253, or by e-mailing the University's Title IX Coordinator, Katherine Lasher, at [lashe1km@cmich.edu](mailto:lashe1km@cmich.edu).

Additionally, you may file a report regarding this situation with a law enforcement agency with appropriate jurisdiction. Any investigations undertaken by law enforcement or the University are independent. You may elect to pursue an investigation through both law enforcement and the University, either law enforcement or the University, or neither law enforcement nor the University. It is your choice as to where and whether you choose to pursue an investigation; however, your request for privacy may limit the school's ability to respond. Furthermore, the University may still need to pursue an independent evaluation of the events with or without your participation in the process. If you need assistance contacting the appropriate law enforcement agency, OCRIE or the Central Michigan University Police Department can assist you. You can contact the Central Michigan University Police Department by going to the Combined Services Building, 1720 S. East Campus Drive, Mount Pleasant, Michigan 48859 or by calling (989) 774-3081. In case of an emergency, please call 911.

Preserving any evidence you may have regarding this situation is very important. Maintaining any evidence you may have regarding this situation will help determine what happened during any investigation you elect to pursue, whether it be through law enforcement, the University, or both. Even if you elect not to pursue an investigation through law enforcement or the University, this evidence may be useful in obtaining a personal protection order from a court, if you so choose. If you have any documents, pictures, phone records, text messages, social media communications, etc. relevant to this situation, you should print them out or save them in a safe and secure place.

The University will also abide by the terms of a validly issued personal protection order. If you have already been issued a personal protection order, you can report it to the University by contacting the University's Title IX Coordinator. You can also report your personal protection order to the University by contacting the Central Michigan University Police Department by going to the Combined Services Building, 1720 S. East Campus Drive, Mount Pleasant, Michigan 48859 or by calling (989) 774-3081.

Any information you provide to OCRIE will be kept private to the fullest extent possible. Information will only be shared with those individuals who need to know. If you request the University take any interim measures or make any accommodations, OCRIE may share limited information with the University unit responsible for carrying out the interim measure or accommodation in order to provide the same. Furthermore, the University has federal reporting obligations under the Clery Act, including the obligation to provide statistics to the Central Michigan University

Police Department of certain reported crimes. The University will not include your name or other identifying information in publicly available reports or timely warnings, as proscribed by the Clery Act.

If you elect to pursue an investigation through the University, the investigation commences with a written complaint, detailing the nature of the complaint and the identity of Respondent. You will also have the opportunity to meet with a trained investigator from OCRIE who will interview you regarding the incident under investigation. You may bring a support person of your choosing to this meeting, as well as any other meeting you attend regarding the investigation into your complaint. Notification of the complaint will be provided to the Respondent, who will be offered the opportunity to meet with the investigator and be interviewed. As part of the investigation, the investigator may also interview other relevant witnesses and gather and review any available documentary or physical evidence. After the investigator has met with the parties, interviewed any witnesses, and reviewed the evidence, the investigator will summarize this information in a report. Both you and the Respondent will have the opportunity to review this information, although you will not review this information together. After reviewing this information, you will both have the opportunity to submit a written statement regarding any information you feel is inaccurate or missing from the information you reviewed. The investigator will consider these written statements, if any. It is within the investigator's discretion to determine the nature of the revisions, if any, which will be made. The investigator will then prepare a written Determination. The written determination will summarize the findings from the investigation, make findings of fact, and make a determination as to whether or not a violation of CMU's Sexual Misconduct occurred based on a preponderance of the evidence. Preponderance of the evidence means what is more likely than not to have occurred. You and the Respondent will both be provided a copy of the Determination. If the Respondent is found in violation of the University's Sexual Misconduct Policy, the Respondent may be subject to one or more of the sanctions outlined in the Sanctions section of the Policy. Possible sanctions range from education to dismissal. The Office of Student Conduct determines the appropriate sanction based on the Determination. You will have the opportunity to provide the Office of Student Conduct with a written victim impact statement if you so choose. It is OCRIE's goal to complete its investigation, and for the Office of Student Conduct to issue a sanction, if applicable, within sixty days of a complaint being accepted by OCRIE. Both you and the Respondent have the option to appeal the Determination, sanction, or both. The applicable appeals procedures can be found in Procedures section III of the Sexual Misconduct Policy.

A representative from OCRIE will soon be reaching out to you in order to discuss resources available to you and your various options moving forward.

Kindest Regards,

Katherine Lasher  
Title IX Coordinator  
Executive Director, Office of Civil Rights & Institutional Equity

**MICHIGAN DEPARTMENT OF  
STATE POLICE**

**ORIGINAL INCIDENT REPORT**

<b>ORIGINAL DATE:</b> Error! Unknown document property name.Error! Unknown document property name.Sun, Oct 02, 2016		<b>INCIDENT NO:</b> Error! Unknown document property name.Error! Unknown document property name.	
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<b>WORK UNIT:</b> MSP MT PLEASANT POST		<b>COUNTY:</b> ISABELLA	
<b>COMPLAINANT:</b> [REDACTED]		<b>TELEPHONE NO:</b> [REDACTED]	
<b>ADDRESS: STREET AND NO:</b> [REDACTED]	<b>CITY:</b> [REDACTED]	<b>STATE:</b> [REDACTED]	<b>ZIP CODE:</b> [REDACTED]
<b>INCIDENT STATUS:</b> OPEN			

**CSC**

**INFORMATION:**

I was dispatched for a csc at the McLaren Hospital (Mt. Pleasant). I spoke with the victim [REDACTED] briefly at McLaren regarding the incident. [REDACTED] was awaiting an exam with the S.A.N.E nurse. After [REDACTED] exam I had her show me where the incident took place. [REDACTED] advised she was not up for further questioning at this time. I scheduled an interview with her the following day. I then took her to her residence on campus.

I secured a search warrant and served it at the venue where [REDACTED] said the incident occurred. The following day I met with [REDACTED] at the post. I informed [REDACTED] the criminal process prior to the interview. [REDACTED] felt she needed more time to decide if she wanted to pursue this complaint.

I gave [REDACTED] the number to the prosecutor's victim aid counsel and encouraged her to talk with them. I verified that [REDACTED] had already sought out a counselor to help her cope with the incident. [REDACTED] advised she was going to be contacting both victim advocate and a counselor the next day.

I advised [REDACTED] to contact me with her decision as soon as possible. She agreed to do so.

**VENUE:**

<b>PAGE:</b> 1 of 8	<b>INVESTIGATED BY:</b> Error! Unknown document property name.Error! Unknown document property name.MERRILL, JEFFREY, 7, TROOPER	<b>INVESTIGATED BY:</b> Error! Unknown document property name.Error! Unknown document property name.	<b>REVIEWED BY:</b>
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**MICHIGAN DEPARTMENT OF  
STATE POLICE**

ORIGINAL INCIDENT REPORT

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3400 , E DEERFIELD , RD, LAMBDA CHI ALPHA FRATERNITY HOUSE, ISABELLA, UNION TWP, MI, 48858

**DATE & TIME:**

ON OR AFTER: SAT, OCT 01, 2016 AT 1800 AND BEFORE: SUN, OCT 02, 2016 AT 0000

**VICTIM:**

NAM:		EMP:	
BIR:		RAC:	
NBR:		SEX:	
STR:		DOB:	
SFX:		HGT:	
CTY:		WGT:	
TXH:		HAI:	
TXW:		EYE:	
SMT:			
	DIR:		ETH:
			DL: /
			SSN:
			SI: /
	ST:		FBI:
	ZIP:		MNU:
			PR:

**INITIAL SHORT INTERVIEW OF VICTIM:**

I asked [REDACTED] to tell me what occurred while seated in my patrol car after the McLaren exam. [REDACTED] said she was at a fraternity party at the Phi Sigma Phi Saturday night 10-1-16 from 6pm to 12am. [REDACTED] advised there were hundreds of people at this party. She reported she went there with a friend and took her own bottle of alcohol. [REDACTED] stated she drank all this alcohol and became very intoxicated during the time at the party.

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MICHIGAN DEPARTMENT OF  
STATE POLICE

ORIGINAL DATE: Error! Unknown document property name.Error! Unknown document property name.Sun, Oct 02, 2016	INCIDENT NO: Error! Unknown document property name.Error! Unknown document property name
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ORIGINAL INCIDENT REPORT

said she had sexual intercourse on the basement floor with two different males at some point during the time she was at the fraternity house. stated she also had cunnilingus performed on her against her will by the suspect has not been positively identified at this time.

said this act was in one of the bathrooms at the fraternity house. was unsure which bathroom. advised there were no witnesses to any of the sexual acts that she is aware of. She reported to be very intoxicated during all three sexual acts. said she thinks she remembers consenting to the intercourse with the others, but held her down by force as he performed cunnilingus on her in the bathroom. said picked her up and place her on the bathroom counter top and pulled her pants and underwear off. held her down with his hands and arms. said she said stop several times and tried to get up. said they were in the bathroom for about 20 minutes.

said she didn't know if there would be any evidence when I asked her about evidence of the incidents. advised she did not know where her underwear was left.

It should be noted was tired, emotional and advised she needed to be up for class in the morning. At this point I gathered what I needed for a search warrant and the interview ended until the following day. said she did not feel she would forget anything if we waited for the interview to conclude the next day.

I had gather all the clothing she was wearing the night the incident occurred. She advised she did not wash the clothing.

INJURIES:

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**MICHIGAN DEPARTMENT OF  
STATE POLICE**

**ORIGINAL INCIDENT REPORT**

<b>ORIGINAL DATE:</b> <b>Error! Unknown document property name.</b> <b>Error! Unknown document property name.</b> Sun, Oct 02, 2016	<b>INCIDENT NO:</b> <b>Error! Unknown document property name.</b> <b>Error! Unknown document property name.</b> [REDACTED]
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[REDACTED] advised she had not injuries or marks from any of the incidents that occurred when she was at the fraternity house.

**SEARCH FRATERNITY HOUSE:**

After securing a search warrant Tpr. Nolf assisted me with searching the fraternity. The fraternity is a large building in the same parking lot of Deerfield Village apartments.

I was allowed in by a member of the fraternity. I had all the members present and advised them of the search warrant. I asked if anyone had noted the garment described in the search warrant. Members present stated they had cleaned the building Sunday morning and none remembered seeing the underwear lying about the building.

I searched the entire premises including the bathrooms, bedrooms, closets, basement, and all other areas. Nothing found.

Search warrant tabulation was left with the fraternity residence and tabulation sent to court.

**PHOTOGRAPHS:**

I took digital photographs of the fraternity house basement and all the bathrooms.

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MICHIGAN DEPARTMENT OF  
STATE POLICE

ORIGINAL INCIDENT REPORT

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SUSPECT: to be identified

NAM:		EMP:		ETH:	
BIR:		RAC:		DL:	/
NBR:		SEX:		SSN:	
STR:		DOB:		SI:	/
SFX:		HGT:		FBI:	
CTY:		WGT:		MNU:	
TXH:		HAI:		PR:	
TXW:		EYE:			
SMT:					

EXTERNAL DOCUMENT:

Search warrant / affidavit  
CSC kit paperwork 10 pages  
CMU Advocate report obtained 10-5-16 3 pages  
3 pages of resident information present during the search warrant

CSC KIT

PAGE: 5 of 8	INVESTIGATED BY: Error! Unknown document property name.Error! Unknown document property name.MERRILL, JEFFREY, 7, TROOPER	INVESTIGATED BY: Error! Unknown document property name.Error! Unknown document property name.	REVIEWED BY:
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**MICHIGAN DEPARTMENT OF  
STATE POLICE**

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Secured by Tpr. Merrill in temporary locker at Mt. Pleasant Post.  
SANE R.N. Katherine Ludwig (McLaren)

**MANUFACTURED/TRACE EVIDENCE**

OBTAINED BY: TPR MERRILL

Prop 0001 - Type: Evidence Value: \$0.00

Descrp: EVIDENCE COLLECTION KIT OF COLLECTED AT MCLAREN MT  
PLEASANT SANE NURSE

Obtained From: 1221 SOUTH DR

67 - MT PLEASANT, MI 48858

37 - ISABELLA, MCLAREN HOSPITAL

Date/Time Recovered: 10/02/2016 2115

**MANUFACTURED/TRACE EVIDENCE**

OBTAINED BY: TPR MERRILL

Prop 0002 - Type: Evidence Value: \$0.00

Descrp: 1 PAIR WOMANS BROWN LEATHER BOOTS BELONGING TO VICTIM

Obtained From:

<b>PAGE:</b> 6 of 8	<b>INVESTIGATED BY:</b> Error! Unknown document property name.Error! Unknown document property name.MERRILL, JEFFREY, 7, TROOPER	<b>INVESTIGATED BY:</b> Error! Unknown document property name.Error! Unknown document property name.	<b>REVIEWED BY:</b>
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**MICHIGAN DEPARTMENT OF  
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67 - MT PLEASANT, MI  
37 - ISABELLA, [REDACTED]

Date/Time Recovered: 10/02/2016 2245

**MANUFACTURED/TRACE EVIDENCE**

OBTAINED BY: TPR MERRILL

Prop 0003 - Type: Clothes/Fur Qty: 1 PAIR Article Type: Clothing (Description  
Req) Brand: Model: Serial #: Misc #: OAN: Value: \$0.00 Recovered Value: \$0.00  
Descrp: LONG BROWN CLOTH SOCKS BELONG TO VICTIM 1 PAIR  
Obtained From: [REDACTED]  
67 - MT PLEASANT, MI  
37 - ISABELLA, [REDACTED]

Date/Time Recovered: 10/02/2016 2245

**MANUFACTURED/TRACE EVIDENCE**

OBTAINED BY: TPR MERRILL

Prop 0004 - Type: Clothes/Fur Qty: 1 PAIR Article Type: Clothing (Description  
Req) Brand: Model: Serial #: Misc #: OAN: Value: \$0.00 Recovered Value: \$0.00  
Descrp: 1 PAIR GRAY/PINK ANKLE SOCKS BELONGING TO VICTIM  
Obtained From: [REDACTED]  
67 - MT PLEASANT, MI  
37 - ISABELLA, [REDACTED]

Date/Time Recovered: 10/02/2016 2245

PAGE: 7 of 8	INVESTIGATED BY: <b>Error! Unknown document property name.</b> <b>Error! Unknown document property name.</b> <b>Unknown document property name.</b> MERRILL, JEFFREY, 7, TROOPER	INVESTIGATED BY: <b>Error! Unknown document property name.</b> <b>Error! Unknown document property name.</b> <b>Error! Unknown document property name.</b>	REVIEWED BY:
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**MICHIGAN DEPARTMENT OF  
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**MANUFACTURED/TRACE EVIDENCE**

OBTAINED BY: TPR MERRILL

Prop 0005 - Type: Clothes/Fur Qty: 1 Article Type: Clothing (Description Req) Brand: Model: Serial

#: Misc #: OAN: Value: \$0.00 Recovered Value: \$0.00

Descrp: 1 BLACK WOMAN UNDERWEAR BELONGING TO VICTIM

Obtained From:

67 - MT PLEASANT MI

37 - ISABELLA,

Date/Time Recovered: 10/02/2016 2245

**MANUFACTURED/TRACE EVIDENCE**

OBTAINED BY: TPR MERRILL

Prop 0006 - Type: Clothes/Fur Qty: 1 Article Type: Clothing (Description Req) Brand: Model: Serial

#: Misc #: OAN: Value: \$0.00 Recovered Value: \$0.00

Descrp: 1 BLACK PAIR STRETCH PANTS BELONGING TO VICTIM

Obtained From:

67 - MT PLEASANT MI

37 - ISABELLA,

PAGE: 8 of 8	INVESTIGATED BY: <b>Error! Unknown document property name.</b> <b>Error! Unknown document property name.</b> <b>Unknown document property name.</b> MERRILL, JEFFREY, 7, TROOPER	INVESTIGATED BY: <b>Error! Unknown document property name.</b> <b>Error! Unknown document property name.</b> <b>Error! Unknown document property name.</b>	REVIEWED BY:
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**MICHIGAN DEPARTMENT OF  
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Date/Time Recovered: 10/02/2016 2245

**MANUFACTURED/TRACE EVIDENCE**

OBTAINED BY: TPR MERRILL

Prop 0007 - Type: Clothes/Fur Qty: 1 Article Type: Clothing (Description Req) Brand: Model: Serial  
#: Misc #: OAN: Value: \$0.00 Recovered Value: \$0.00

Descrp: 1 RED SHIRT WITH C ON FRONT BELONGING TO VICTIM

Obtained From:

67 - MT PLEASANT, MI

37 - ISABELLA,

Date/Time Recovered: 10/02/2016 2245

**CONTACT CMU:**

I emailed CMU Detective Mike Sienkiewicz reference the incident. I will be informing Lt. Larry  
Klaus, [klaus1ls@cmich.edu] once the report is completed.

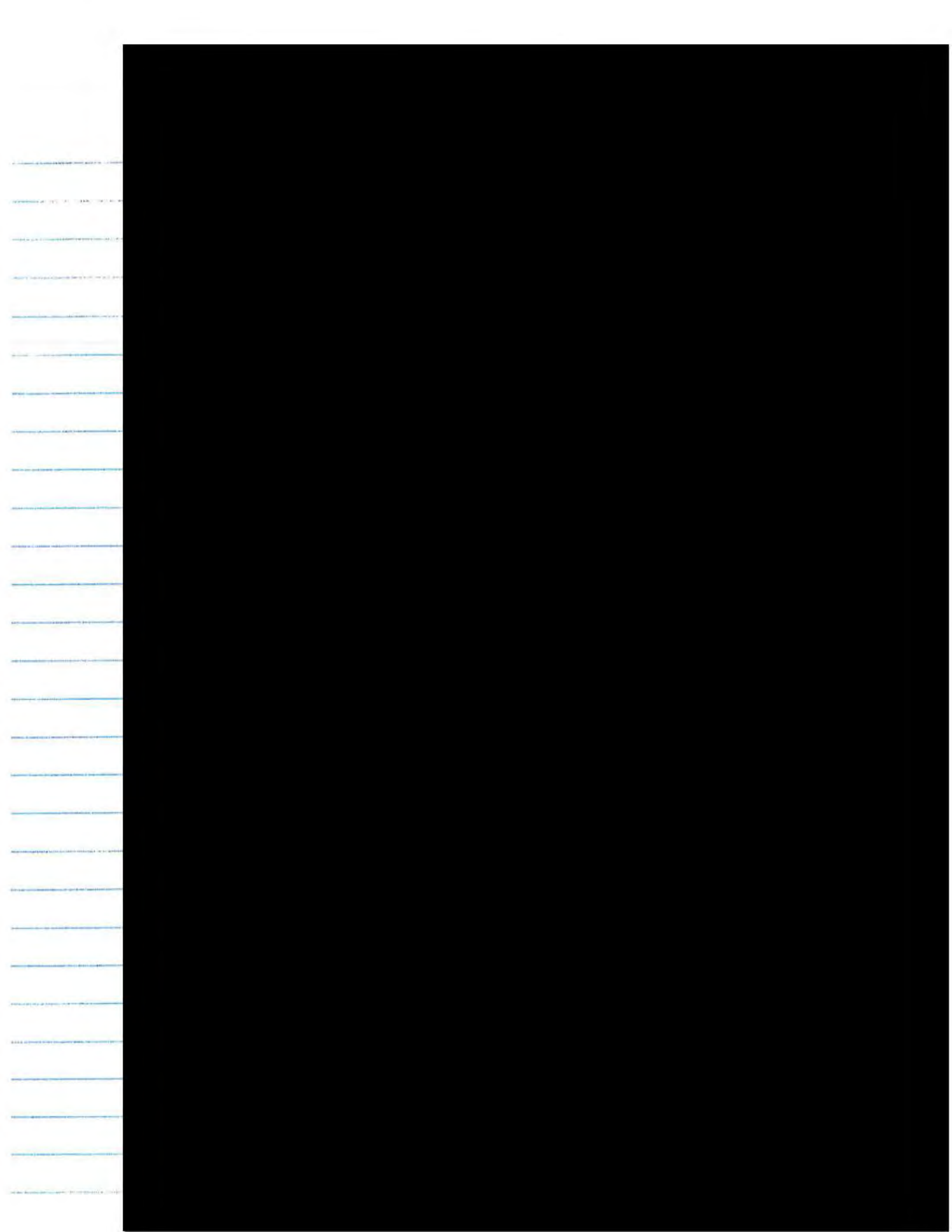
**CRIME VICTIM'S RIGHTS:**

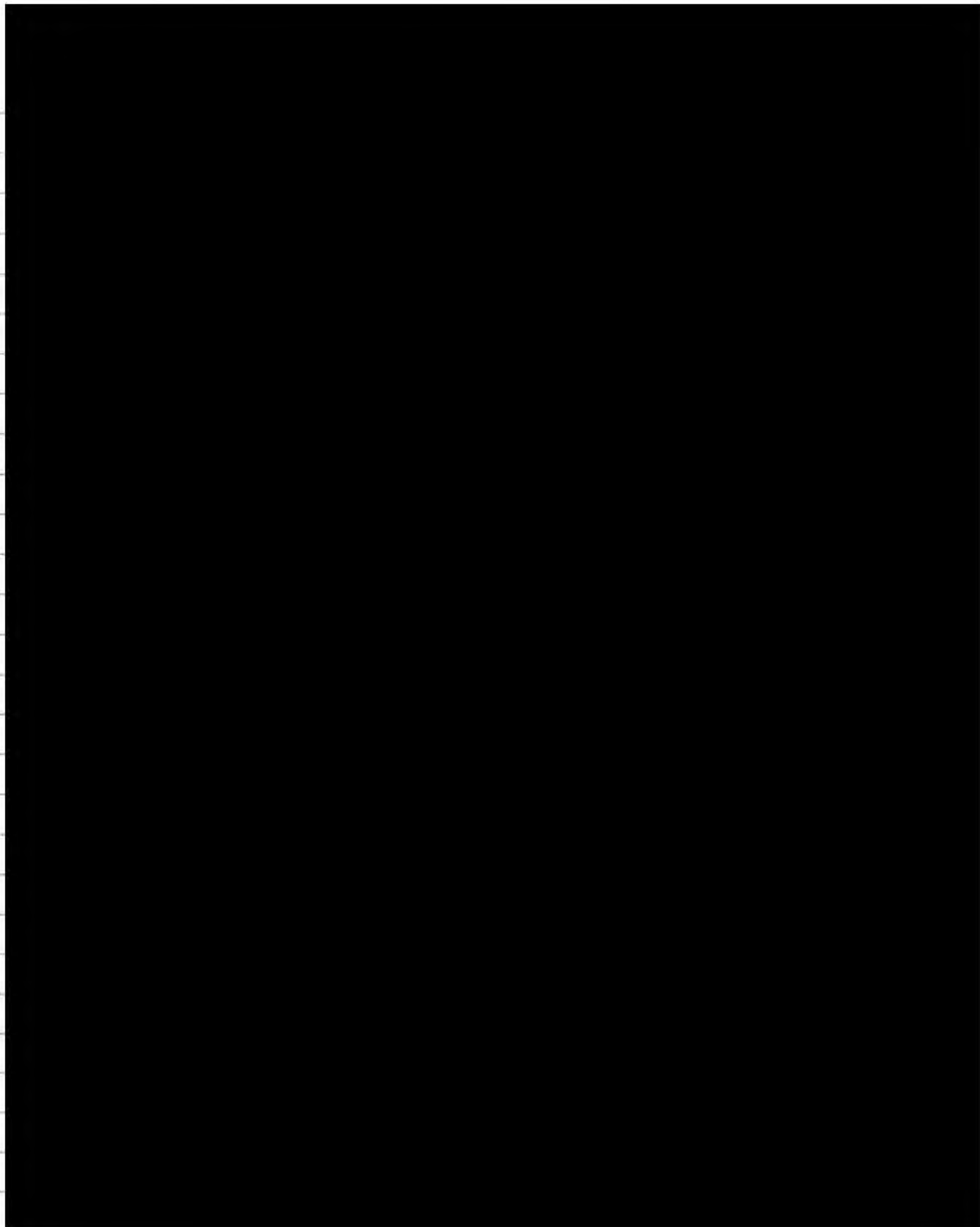
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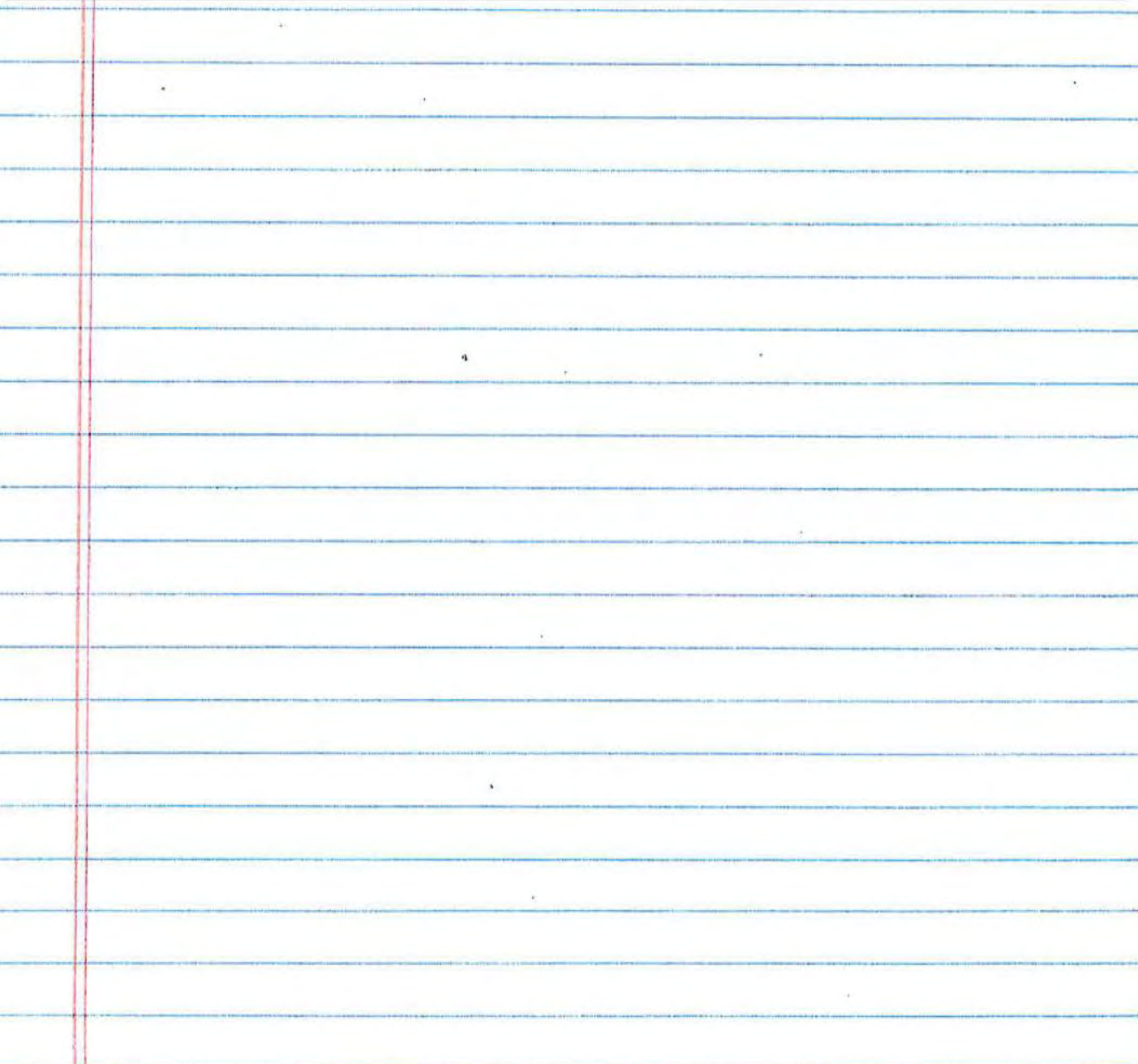
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02 16 10:53p

Sandra Straus

989-7720911

p.1

Oct. 3 2015 12:06AM

No. 8126 P. 3

**SEARCH WARRANT**State of Michigan  
Isabella County Trial Court

Case No:

**TO THE SHERIFF OR ANY PEACE OFFICER:**Tpr. Jeff Merrill, Affiant has sworn to the attached affidavit regarding the following:

1. *The person, place or thing to be searched is described as and is located at:*  
A multi-person unit apartment located at 3400 East Deerfield Rd., Apt A-20, belonging to or possessed by a fraternity, Lambda Chi Alpha.
2. *The PROPERTY to be searched for and seized, if found, is specifically described as:*  
Any and all evidence of a criminal sexual conduct in the 3<sup>rd</sup> degree, to include but not limited to female small underwear, multi-colored tie-dyed, or other evidence indicating the presence of a [REDACTED] or a [REDACTED]

**IN THE NAME OF THE PEOPLE OF THE STATE OF MICHIGAN:** I have found that probable cause exists and you are commanded to make the search and seize the described property. Leave a copy of this warrant and a tabulation (a written inventory) of all property taken with the person from whom the property was taken or at the premises. You are further commanded to promptly return this warrant and tabulation to the Court.

Issued: 10/3/16Sandra Straus  
Judge/Magistrate**RETURN AND TABULATION**

Search was made \_\_\_\_\_ and the following property was seized:

Date

Officer \_\_\_\_\_

Witness \_\_\_\_\_

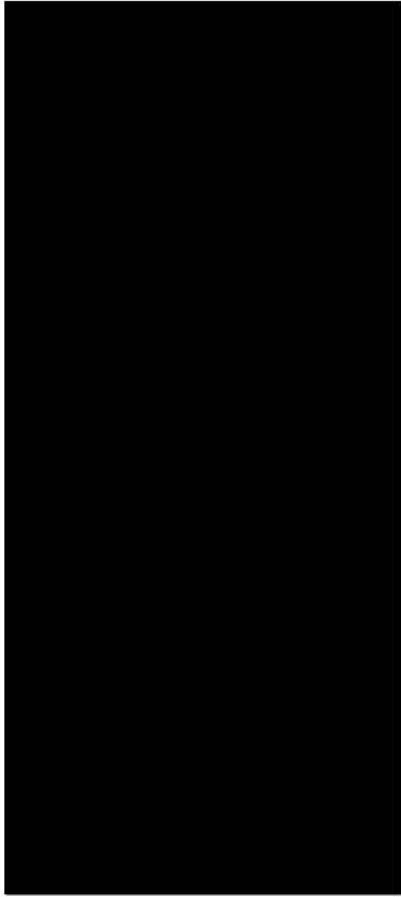
A COPY of warrant and tabulation served on: \_\_\_\_\_

Tabulation filed: \_\_\_\_\_

Date



Phi Sigma Phi Fall 2016 Bid list



## Phi Sigma Phi Roster

Last Name	First Name	Join Date	Email Address	Current Standing
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				Active Member
				Active Member
				Active Member
				Active Member
				Active Member
				Active Member
				Active Member
				Active Member
				Active Member
				Active Member
				Associate Member
				Active Member
				Active Member
				Active Member
				Active Member
				Active Member
				Associate Member
				Active Member
				Active Member
				Active Member
				Active Member
				Active Member
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				Associate Member
				Associate Member
				Active Member
				Active Member
				Active Member
				Active Member
				Associate Member
				Active Member



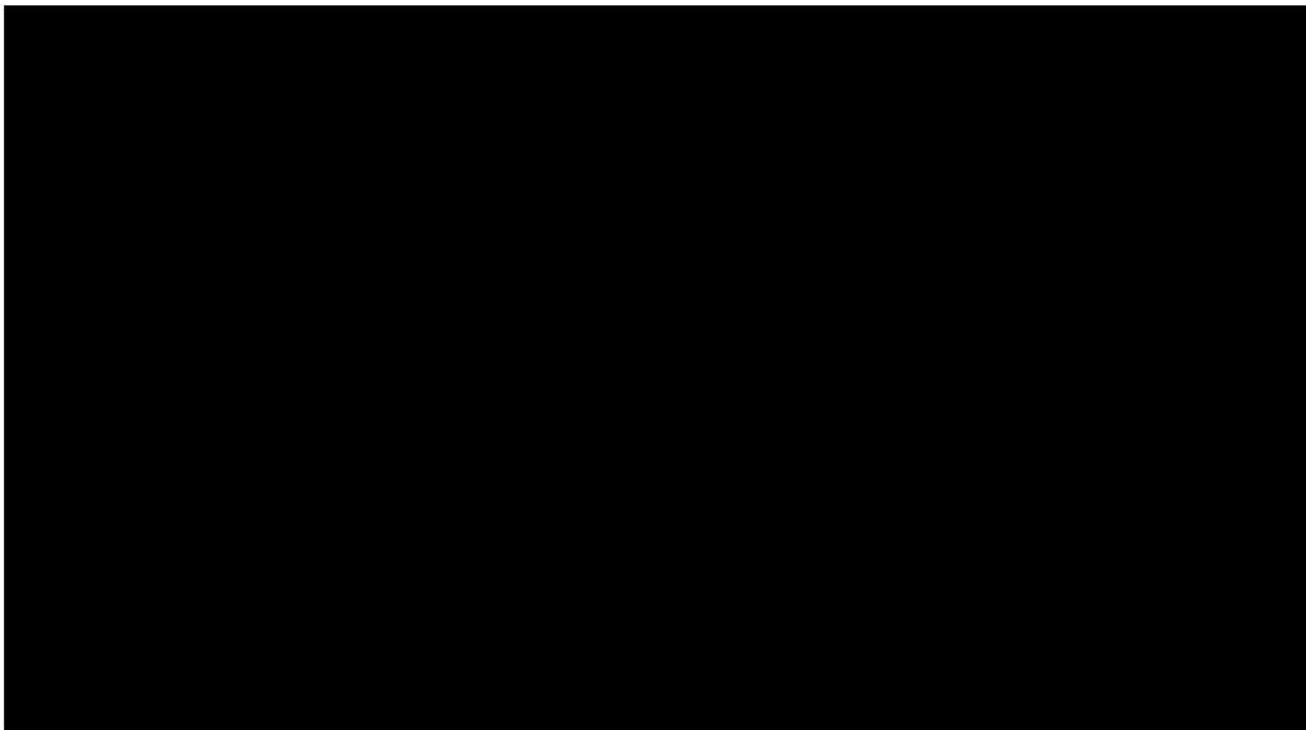
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Active Member  
Associate Member  
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Associate Member  
Active Member  
Active Member  
Active Member  
Associate Member



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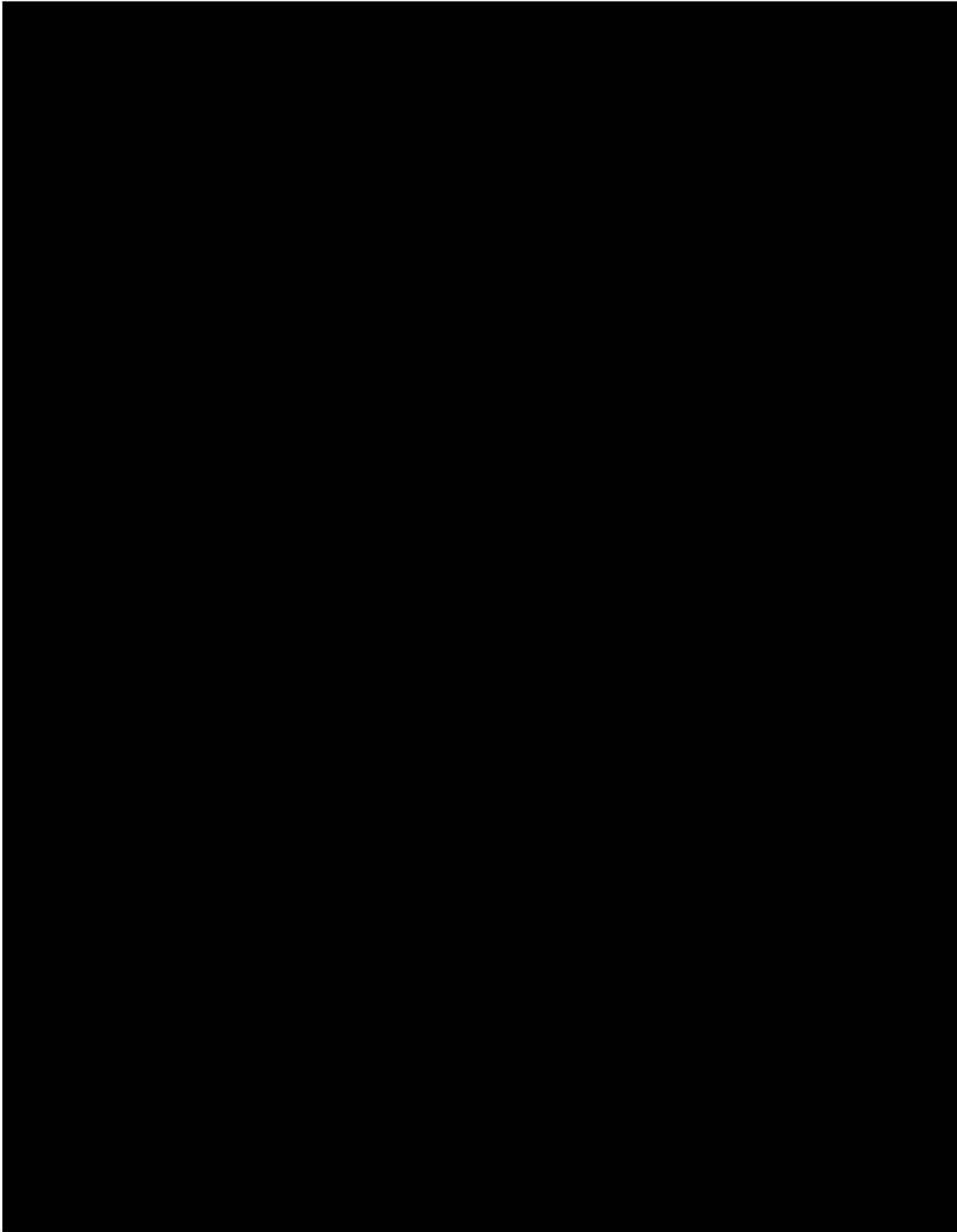


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## Phi Sigma Sigma



## Sigma Pi

Last Name

**First Name**

Birthdate



**Subject:** Re: Follow up to meeting on October 25, 2016  
**Date:** Tuesday, November 1, 2016 at 11:29:12 AM Eastern Daylight Time  
**From:** Idema Jr, Thomas H  
**To:** [REDACTED]  
**CC:** shawn.h.head@gmail.com, Finney, Joseph M, Brittain, David Duane  
**Attachments:** image001.png, image002.png

Good Morning [REDACTED]

I appreciate you providing the materials. We will review the information provided and be in touch.

Thank you.



**Tom Idema**  
Director | Office of Student Conduct  
Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859  
P: 989-774-1345 | E: Tom.Idema@cmich.edu  
www.cmich.edu

---

**From:** [REDACTED]  
**Date:** Friday, October 28, 2016 at 5:14 PM  
**To:** "Idema Jr, Thomas H" <idema1th@cmich.edu>  
**Cc:** "shawn.h.head@gmail.com" <shawn.h.head@gmail.com>, "Finney, Joseph M" <finne3jm@cmich.edu>, "Brittain, David Duane" <britt1dd@cmich.edu>  
**Subject:** Re: Follow up to meeting on October 25, 2016

Mr. Idema:

Attached please find the following documents, per your request:

1. Phi Sigma Phi – Xi Chapter Current Roster;
2. List of Men Originally Offered Bids Fall 2016; and
3. Guest List for the 4-Way Social Event on October 1, 2016 with Zeta Tau Alpha, Phi Sigma Sigma, and Sigma Pi.

Our 4-Way Social Event took place before tailgating prior to the CMU/WMU football game. Our Sober Monitors for the Social were [REDACTED] [REDACTED] was in charge of the door and [REDACTED] was a roamer making sure that nothing was getting out of hand. While we usually have four Sober Monitors at our events, on this occasion we only had two. This was because ZTA, Phi Sigma Sigma and Sigma Pi also provided Sober Monitors for the event. When it came time to go to the tailgate, we called several cabs, and the rest of the people walked to the tailgate lots. Our two Sober Monitors were released from their duties after tailgating ended (roughly 7:30pm).

Our beer check was not closely monitored during this event. I can see now that we should have been more mindful of our risk management policies, and we

should have been more strict with our enforcement. Looking back, we probably were not as concerned with enforcement because all the other attendees were members of Greek organizations, and they were also responsible for following risk management and FIPG guidelines. After discussing this with our National Director of Risk Management, I now understand that we cannot take things like that for granted. We need to be more diligent in the enforcement of our risk management policies. Even when all of the people at our events are Greek.

Since we last spoke, I have had a chance to follow up with our Social Chair, and he notified me that he forgot to register the event with orgsync. I also originally thought that we had notified our National Staff members of the event through one of our Facebook groups, but I now believe that we only told some of our National Staff members by phone.

With respect to the police involvement, the Michigan State Police provided a Search Warrant and searched the Chapter House during the early morning hours of Monday, October 3, 2016. Prior to receiving that, we had no knowledge of any alleged criminal activity. A copy of the Search Warrant is also attached. After looking into the matter, my current understanding is that the allegations relate to something that may have happened **after** the football game. Several hours after our Social Event had ended. We did not have a social event after the football game. It is also my understanding that the police did not find anything during their search, and we have had a difficult time finding any other information about the investigation. Maybe you can help us with that?

Later that morning, after I had learned about the search (I do not live in the Chapter House), I contacted Shawn Head, our National Director of Risk Management, and I explained the situation to him. We discussed the fact that the Search Warrant mentioned [REDACTED] a gentleman that we had recently offered a bid to. I, and the rest of my Executive Board decided to rescind Mr. [REDACTED] bid, pending further investigation. Our thought was that if there was enough probable cause for a search warrant to be issued, then there was enough of a reason for us to rescind his bid until we could learn more about the situation. We have zero tolerance for sexual assault.

I registered our list of New Members on Orgsync, and by that time, we had rescinded [REDACTED] bid, so he was not listed.

I have been discussing all of this with our National Director of Risk Management, and he is working with us to make sure that we understand all of the policies and procedures that we are supposed to follow, and that we better understand how to implement and enforce them. I have also copied Shawn Head on this email:

Please let me know if there is any additional information that you need from me.

Thank you,

[REDACTED]

---

From: Idema Jr, Thomas H



**Sent:** Wednesday, October 26, 2016 8:29:52 PM

**To:** [REDACTED]

**Cc:** shawn.h.head@gmail.com; Finney, Joseph M; Brittain, David Duane

**Subject:** Re: Follow up to meeting on October 25, 2016

Hi [REDACTED]

It was nice meeting you yesterday as well.

The documentation requested included the following:

- ? A current roster
- ? A list of people who were given bids this semester
- ? A guest list for the social on the weekend of October 1<sup>st</sup>
- ? A risk management plan for the social on the weekend of October 1<sup>st</sup>, including who were the sobers/Designated Drivers, Id checkers, and beer check.
- ? A copy or any documentation sent to either your national office or Student Activities and Involvement notifying them of your social.
- ? Any other documentation you may have used in preparation of the social on the weekend of October 1<sup>st</sup>.

I think that was everything we talked about. It would be great if we could get those items by Friday.



Tom Idema

Director | Office of Student Conduct

Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859

P: 989-774-1345 | E: Tom.Idema@cmich.edu

www.cmich.edu

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**From:** [REDACTED] <[REDACTED]>

**Date:** Tuesday, October 25, 2016 at 10:07 PM

**To:** "Idema Jr, Thomas H" <idema1th@cmich.edu>

**Cc:** "shawn.h.head@gmail.com" <shawn.h.head@gmail.com>

**Subject:** Follow up to meeting on October 25, 2016

Dear Mr. Tom Idema,

It was nice getting to know you and your staff today. In order to help out the best that I can, could you please send me a list of the documents that you would like me to share? Currently I am speaking with people that may have some more information to help best assist you. I have also Ccd Shawn Head our National Risk Manager in our conversation in order to be able to help out in any way. Please let me know, and I will get back to you as soon as I can.

Thank you,

[REDACTED]

**Subject:** Re: Follow up to meeting on October 25, 2016  
**Date:** Friday, October 28, 2016 at 5:14:12 PM Eastern Daylight Time  
**From:** [REDACTED]  
**To:** Idema Jr, Thomas H  
**CC:** shawn.h.head@gmail.com, Finney, Joseph M, Brittain, David Duane  
**Attachments:** image001.png, IMG\_4536.JPG, Phi Sigma Phi Fall 2016 Bid list.docx, Phi Sigma Phi Roster.xlsx, Phi Sigma Phi Western Tailgate Guest List.docx

Mr. Idema:

Attached please find the following documents, per your request:

1. Phi Sigma Phi – Xi Chapter Current Roster;
2. List of Men Originally Offered Bids Fall 2016; and
3. Guest List for the 4-Way Social Event on October 1, 2016 with Zeta Tau Alpha, Phi Sigma Sigma, and Sigma Pi.

Our 4-Way Social Event took place before tailgating prior to the CMU/WMU football game. Our Sober Monitors for the Social were [REDACTED] and [REDACTED]. [REDACTED] was in charge of the door and [REDACTED] was a roamer making sure that nothing was getting out of hand. While we usually have four Sober Monitors at our events, on this occasion we only had two. This was because ZTA, Phi Sigma Sigma and Sigma Pi also provided Sober Monitors for the event. When it came time to go to the tailgate, we called several cabs, and the rest of the people walked to the tailgate lots. Our two Sober Monitors were released from their duties after tailgating ended (roughly 7:30pm).

Our beer check was not closely monitored during this event. I can see now that we should have been more mindful of our risk management policies, and we should have been more strict with our enforcement. Looking back, we probably were not as concerned with enforcement because all the other attendees were members of Greek organizations, and they were also responsible for following risk management and FIPG guidelines. After discussing this with our National Director of Risk Management, I now understand that we cannot take things like that for granted. We need to be more diligent in the enforcement of our risk management policies. Even when all of the people at our events are Greek.

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I registered our list of New Members on Orgsync, and by that time, we had rescinded [REDACTED] bid, so he was not listed.

I have been discussing all of this with our National Director of Risk Management, and he is working with us to make sure that we understand all of the policies and procedures that we are supposed to follow, and that we better understand how to implement and enforce them. I have also copied Shawn Head on this email.

Please let me know if there is any additional information that you need from me.

Thank you,

[REDACTED]

---

**From:** Idema Jr, Thomas H  
**Sent:** Wednesday, October 26, 2016 8:29:52 PM  
**To:** [REDACTED]  
**Cc:** shawn.h.head@gmail.com; Finney, Joseph M; Brittain, David Duane  
**Subject:** Re: Follow up to meeting on October 25, 2016

Hi [REDACTED]

It was nice meeting you yesterday as well.

The documentation requested included the following:

- A current roster
- A list of people who were given bids this semester
- A guest list for the social on the weekend of October 1<sup>st</sup>
- A risk management plan for the social on the weekend of October 1<sup>st</sup>, including who were the sobers/Designated Drivers, Id checkers, and beer check.
- A copy or any documentation sent to either your national office or Student Activities and Involvement notifying them of your social.
- Any other documentation you may have used in preparation of the social on the weekend of October 1<sup>st</sup>.

I think that was everything we talked about. It would be great if we could get those items by Friday.



Tom Idema

Director | Office of Student Conduct

Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859

P: 989-774-1345 | E: Tom.Idema@cmich.edu

www.cmich.edu

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**From:** [REDACTED]  
**Date:** Tuesday, October 25, 2016 at 10:07 PM  
**To:** "Idema Jr, Thomas H" <idema1th@cmich.edu>  
**Cc:** "shawn.h.head@gmail.com" <shawn.h.head@gmail.com>  
**Subject:** Follow up to meeting on October 25, 2016

Dear Mr. Tom Idema,

It was nice getting to know you and your staff today. In order to help out the best that I can, could you please send me a list of the documents that you would like me to share? Currently I am speaking with people that may have some more information to help best assist you. I have also Ccd Shawn Head our National Risk Manager in our conversation in order to be able to help out in any way. Please let me know, and I will get back to you as soon as I can.

Thank you,

[REDACTED]



**Subject:** Meeting  
**Date:** Wednesday, October 19, 2016 at 4:37:43 PM Eastern Daylight Time  
**From:** Case, Tricia Renee <case1tr@cmich.edu>  
**To:** [REDACTED]  
**Attachments:** image001.jpg

Hello [REDACTED]

I am the Administrative Assistant in the Office of Student Conduct. Do not be alarmed as you are not in ANY trouble. I am contacting you on behalf of my Director Tom Idema. He's been made aware of an incident that occurred off campus and is in the process of gathering more information about that situation.

Would you consider talking with him about the incident? I am his appointment scheduler so I would be happy to find a time that might work best for you. You are welcome to reply to this email or call my office at (989) 774-1345.

Thank you [REDACTED] and blessings to you!

Tricia Case



**Tricia Case**  
Senior Administrative Assistant | Office of Student Conduct  
Ronan Hall | Central Michigan University  
P: 989-774-1345 | E: case1tr@cmich.edu  
www.cmich.edu



**Subject:** Fwd: An incident report has been filed  
**Date:** Sunday, October 2, 2016 at 2:22:35 PM Eastern Daylight Time  
**From:** Lasher, Katherine M  
**To:** Idema Jr, Thomas H

Are these going to Michelle Veith?

This email was sent from my iPhone.

Begin forwarded message:

**From:** [REDACTED]  
**Date:** October 2, 2016 at 5:27:01 AM EDT  
**To:** <[lashe1km@cmich.edu](mailto:lashe1km@cmich.edu)>  
**Subject:** An incident report has been filed



An incident report has been filed in your area.

Sexual Misconduct

Student(s) Involved:

[REDACTED]

Incident Report#: [REDACTED]-2016

Reporting Staff Member: [REDACTED]

Incident Date: October 2, 2016 2:45 AM

Location of Incident: Phi Sigma Phi

On Sunday, October 2nd at approximately 2:45 AM, Resident Assistant [REDACTED] was completing his final duty rounds in [REDACTED] hall. During this round, Resident [REDACTED] asked RA [REDACTED] if they could speak later on tonight. Previously in the night, Resident [REDACTED] asked RA [REDACTED] if he was able to speak later on and was very persistent.

RA [REDACTED] asked Resident [REDACTED] if she wanted a private space to speak – she said yes and the two went to Residence Hall Director [REDACTED] office. Resident [REDACTED] noted that she had gone out that night (Saturday, October 1st, 2016) and was expecting to go to the Central Michigan University vs. Western Michigan University football game. Resident [REDACTED] noted that she left [REDACTED] hall just before 6:00 PM and traveled to Phi Sigma Phi Fraternity house. Throughout the night, she noted that she consumed just under half of a fifth of Smirnoff vodka. Resident [REDACTED] stated that she never ended up going to the football game at any point throughout the night.

Resident [REDACTED] arrived at Phi Sigma Phi Fraternity and was with her roommate [REDACTED] when she initially arrived at the house. Throughout the night, Resident [REDACTED] noted that the two got

separated within the house. Resident [REDACTED] then expressed to RA [REDACTED] that, "they took me [Resident [REDACTED]] to the basement." From this point, she stated that she, "wasn't into that stuff." RA [REDACTED] then expressed to Resident [REDACTED] at that point that anything pertaining to sexual misconduct or harassment had to be reported upward, not outward, so she was able to get the help that she needed. Resident [REDACTED] expressed her understanding.

At this point, RA [REDACTED] continued the conversation and asked Resident [REDACTED] what happened in the basement. She expressed that, "I [Resident [REDACTED]] didn't like being touched like that," and, "they kept grabbing me." RA [REDACTED] asked Resident [REDACTED] how many individuals were touching her, she responded with four (4) individuals. RA [REDACTED] then asked her in what location in the basement they started this activity, she stated that they brought her into the laundry room, placed her onto the ground, and shut the door.

At this point (3:04am), RA [REDACTED] texted RHD [REDACTED] and notified her that he needed her assistance in the [REDACTED] Hall RHD office immediately regarding a sexual misconduct case.

Continuing on, Resident [REDACTED] continued telling RA [REDACTED] that several attackers were, "holding her down," throughout the night and she was, "unable to move, so I [Resident [REDACTED]] just stayed there." She noted that in the midst of the night, she noticed that there was blood beside her on the ground. She stated that she did not believe it was her own blood.

RA [REDACTED] asked Resident [REDACTED] if there was a consistent attacker who was present while this situation was occurring. She noted that a brother of Phi Sigma Phi, a freshman living in [REDACTED] Hall, approximately 5'6" and skinny, by the name of [REDACTED] was the main attacker in the situation.

Resident [REDACTED] noted that all of this activity continued until she departed the Phi Sigma Phi Fraternity house. Resident [REDACTED] noted that she was driven from the Phi Sigma Phi Fraternity house to [REDACTED] Hall by a Phi Sigma Phi Fraternity brother – the Fraternity brother was the cousin of another Phi Sigma Phi Fraternity brother and also a resident in [REDACTED] Hall. Resident [REDACTED] noted that the brother who drove her home was very kind. Previously to her departing the Phi Sigma Phi Fraternity house, she noted that her roommate, Resident [REDACTED] stated that, "it was her [Resident [REDACTED]]'s fault because she was too drunk."

Resident [REDACTED] arrived in [REDACTED] Hall at 12:12 AM on October 2nd, 2016 according to the TechOps check-in roster. This is when Resident [REDACTED] began requesting to talk with RA [REDACTED]

RHD [REDACTED] arrived to the RHD office at 3:06am and introduced herself to resident [REDACTED] RHD [REDACTED] and Resident Assistant [REDACTED] listened as resident [REDACTED] described the sexual assault that happened to her earlier in fewer words. Resident [REDACTED] stated that she was intoxicated and didn't know what she was doing, but felt as if the attack was her fault. RHD [REDACTED] explained that she too, was a mandated reporter, then she and Resident Assistant [REDACTED] did their best to assure resident [REDACTED] this was not her fault, but resident [REDACTED] disagreed. At that time, Hall Director [REDACTED] asked resident [REDACTED] if she wanted a glass of water and/or tissues. Resident [REDACTED] said yes, and RHD [REDACTED] asked RA [REDACTED] to get both for her. When RA [REDACTED] left the room, RHD [REDACTED] expressed that she knew resident [REDACTED] was having a difficult time with this, but she was not to blame. RHD [REDACTED] lowered herself from the couch to the floor in front of resident [REDACTED] and expressed that she was there to listen and support in any way resident [REDACTED] should need or want should she decide to disclose any information to her. Resident [REDACTED] told RHD [REDACTED] that she was embarrassed, unsure of what to do, and felt as though the situation was her own fault, that her roommate, resident [REDACTED] told her it was on her. RHD [REDACTED] told resident [REDACTED] that it was normal to feel confused and unsure of what to do. RHD [REDACTED] gave resident [REDACTED] different options and resources (CMU PD/SAPA/Listening Ear/etc), and assured her that whatever she decided to do, even if the answer was nothing, it was up to her and she could think about it/decide when she was ready. Resident [REDACTED] then gave RHD [REDACTED] more information about her night, reiterating what she had told RA [REDACTED] earlier. Resident [REDACTED] told RHD [REDACTED] that her roommate, resident [REDACTED] had made more than one comment on her

told RHD [REDACTED] that her roommate, resident [REDACTED] had made more than one comment on her assault that night which made resident [REDACTED] not want to go back to her room. RHD [REDACTED] and resident [REDACTED] spoke about why the situation was not her fault again, and told her that she was not alone. RHD [REDACTED] stated that resident [REDACTED] could stay in the RHD office for as long as she likes, and offered the guest room should she not feel safe or comfortable in her room. Resident [REDACTED] declined use of the guest room and said that she just didn't want her roommates to see her crying. At this time, RA [REDACTED] came back into the room with tissues and water. After a few more minutes, resident [REDACTED] decided that she wanted to go to sleep and RA [REDACTED] offered to walk her back to her room.

After dropping resident [REDACTED] off to her room, RA [REDACTED] was in the midst of walking back to his room when Resident Assistant [REDACTED] asked that RA [REDACTED] to come down near her room. Near RA [REDACTED] room Resident [REDACTED] was looking for RA [REDACTED] to continue talking. RA [REDACTED] asked if Resident [REDACTED] was okay – she said “no, I went to the bathroom and my underwear is gone.” RA [REDACTED] apologized and asked her if she wanted to go back down to the [REDACTED] Hall RHD office, she stated yes. RA [REDACTED] and Resident [REDACTED] went back down to the office for a few additional moments to debrief with RH [REDACTED]

During their time in the office, resident [REDACTED] expressed that remembering she didn't have her underwear on hit her hard, and she didn't want her roommates to see her cry. RHD [REDACTED] said that she could understand that. RHD [REDACTED] then noticed resident [REDACTED] eyes shifting back and forth between RA [REDACTED] and her, so RHD [REDACTED] asked RA [REDACTED] to step out to retrieve resident [REDACTED] a Sexual Assault Resource Card (in a more coded statement). Resident [REDACTED] looked relieved when RA [REDACTED] left, and stated that she was very thankful for him and everything he has done, but she is more comfortable with a female at the moment. RHD [REDACTED] assured resident [REDACTED] that was normal and perfectly fine. Resident [REDACTED] then disclosed that she didn't know how or want to tell anyone what happened, especially her mother; Resident [REDACTED] did not want anyone to think differently of her. RHD [REDACTED] stated that she thought resident [REDACTED] was brave for coming forward, and did not think any differently of her. Resident [REDACTED] brought up her intoxication again, but RHD [REDACTED] assured her that was directly related to why the assault was not her fault.

RHD [REDACTED] told resident [REDACTED] then that although she was going through a difficult time, she was always there to listen, chat with, or sit with any time resident [REDACTED] wanted or needed. RHD [REDACTED] told resident [REDACTED] how to get in contact with her after hours, then RA [REDACTED] re-entered the room. RA [REDACTED] handed resident [REDACTED] Mental Health and Counseling brochure and a Sexual Assault Resource Card, explaining both. Resident [REDACTED] thanked the professional staff and asked RA [REDACTED] to escort her to her room once again so she could sleep.

#### Alcohol Summary:

- Half of a fifth of Smirnoff vodka

[https://cmich-advocate.symplicity.com/incident/\[REDACTED\]2016](https://cmich-advocate.symplicity.com/incident/[REDACTED]2016)



**Subject:** Re: An incident report has been filed  
**Date:** Sunday, October 2, 2016 at 7:21:25 PM Eastern Daylight Time  
**From:** Lasher, Katherine M  
**To:** Idema Jr, Thomas H  
**Attachments:** image001.png

Thanks, I was unclear how you had set things up for the residence halls. I agree that Michelle should receive the ones in the residence halls, which is why I wanted to talk it over with you last week. Is it possible to add her only for residence hall issues?

This email was sent from my iPhone.

On Oct 2, 2016, at 4:22 PM, Idema Jr, Thomas H <[idema1th@cmich.edu](mailto:idema1th@cmich.edu)> wrote:

Hi Kathy,

No, per your request, it did not go automatically to Michelle Veith. However, since the survivor lives in the residence halls I forwarded the report to Michelle.

Take care,  
<image001.png>

---

**From:** "Lasher, Katherine M" <[lashe1km@cmich.edu](mailto:lashe1km@cmich.edu)>  
**Date:** Sunday, October 2, 2016 at 2:22 PM  
**To:** "Idema Jr, Thomas H" <[idema1th@cmich.edu](mailto:idema1th@cmich.edu)>  
**Subject:** Fwd: An incident report has been filed

Are these going to Michelle Veith?

This email was sent from my iPhone.

Begin forwarded message:

**From:** [REDACTED]  
**Date:** October 2, 2016 at 5:27:01 AM EDT  
**To:** <[lashe1km@cmich.edu](mailto:lashe1km@cmich.edu)>  
**Subject:** An incident report has been filed

An incident report has been filed in your area.

Sexual Misconduct

Student(s) Involved:

[REDACTED]

Incident Report#: [REDACTED]-2016

Reporting Staff Member: [REDACTED]

Incident Date: October 2, 2016 2:45 AM

Location of Incident: Phi Sigma Phi

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During this round, Resident [REDACTED] asked RA [REDACTED] if they could speak later on tonight. Previously in the night, Resident [REDACTED] asked RA [REDACTED] if he was able to speak later on and was very persistent.

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At this point, [REDACTED] continued the conversation and asked Resident [REDACTED] what happened in the basement. She expressed that, “I [Resident [REDACTED] didn’t like being touched like that,” and, “they kept grabbing me.” RA [REDACTED] asked Resident [REDACTED] how many individuals were touching her, she responded with four (4) individuals. RA [REDACTED] then asked her



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Resident [REDACTED] arrived in [REDACTED] Hall at 12:12 AM on October 2nd, 2016 according to the TechOps check-in roster. This is when Resident [REDACTED] began requesting to talk with RA [REDACTED].

RHD [REDACTED] arrived to the RHD office at 3:06am and introduced herself to resident [REDACTED], RHD [REDACTED] and Resident Assistant [REDACTED] listened as resident [REDACTED] described the sexual assault that happened to her earlier in fewer words. Resident [REDACTED] stated that she was intoxicated and didn't know what she was doing, but felt as if the attack was her fault. RHD [REDACTED] explained that she too, was a mandated reporter, then she and Resident Assistant [REDACTED] did their best to assure resident [REDACTED] this was not her fault, but resident [REDACTED] disagreed. At that time, Hall Director [REDACTED] asked resident [REDACTED] if she wanted a glass of water and/or tissues. Resident [REDACTED] said yes, and RHD [REDACTED] asked RA [REDACTED] to get both for her. When RA [REDACTED] left the room, RHD [REDACTED] expressed that she knew resident [REDACTED] was having a difficult time with this, but she was not to blame. RHD [REDACTED] lowered herself from the couch to the floor in front of resident [REDACTED] and expressed that she was there to listen and support in any way resident [REDACTED] should need or want should she decide to disclose any information to her. Resident [REDACTED] told RHD [REDACTED] that she was embarrassed, unsure of what to do, and felt as though the situation was her own fault, that her roommate, resident [REDACTED] told her it was on her.

RHD [REDACTED] told resident [REDACTED] that it was normal to feel confused and unsure of what to do. RHD [REDACTED] gave resident [REDACTED] different options and resources (CMU PD/SAPA/Listening Ear/etc), and assured her that whatever she decided to do, even if the answer was nothing, it was up to her and she could think about it/decide when she was ready. Resident [REDACTED] then gave RHD [REDACTED] more information about her night, reiterating what she had told RA [REDACTED] earlier. Resident [REDACTED] told RHD [REDACTED] that her roommate, resident [REDACTED] had made more than one comment on her assault that night which made resident [REDACTED] not want to go back to her room. RHD [REDACTED] and resident [REDACTED] spoke about why the situation was not her fault again, and told her that she was not alone. RHD [REDACTED] stated that resident [REDACTED] could stay in the RHD office for as long as she likes, and offered the guest room should she not feel safe or comfortable in her room. Resident [REDACTED] declined use of the guest room and said that she just didn't want her roommates to see her crying. At this time, RA [REDACTED] came back into the room with tissues and water. After a few more minutes, resident [REDACTED] decided that she wanted to go to sleep and RA [REDACTED] offered to walk her back to her room.

After dropping resident [REDACTED] off to her room, RA [REDACTED] was in the midst of walking back to his room when Resident Assistant [REDACTED] asked that RA [REDACTED] to come down near her room. Near RA [REDACTED]'s room Resident [REDACTED] was looking for RA [REDACTED] to continue talking. RA [REDACTED] asked if Resident [REDACTED] was okay – she said “no, I went to the bathroom and my underwear is gone.” RA [REDACTED] apologized and asked her if she wanted to go back down to the [REDACTED] Hall RHD office, she stated yes. RA [REDACTED] and Resident [REDACTED] went back down to the office for a few additional moments to debrief with RHD [REDACTED]

During their time in the office, resident [REDACTED] expressed that remembering she didn't have her underwear on hit her hard, and she didn't want her roommates to see her cry. RHD [REDACTED] said that she could understand that. RHD [REDACTED] then noticed resident [REDACTED] eyes shifting back and forth between RA [REDACTED] and her, so RHD [REDACTED] asked RA [REDACTED] to step out to retrieve resident [REDACTED] Sexual Assault Resource Card (in a more coded statement). Resident [REDACTED] looked relieved when RA [REDACTED] left, and stated that she was very thankful for him and everything he has done, but she is more comfortable with a female at the moment. RHD [REDACTED] assured resident [REDACTED] that was normal and perfectly fine. Resident [REDACTED] then disclosed that she didn't know how or want to tell anyone what happened, especially her mother; Resident [REDACTED] did not want anyone to think differently of her. RHD [REDACTED] stated that she thought resident [REDACTED] was brave for coming forward, and did not think any differently of her. Resident [REDACTED] brought up her intoxication again, but RHD [REDACTED] assured her that was directly related to why the assault was not her fault.

RHD [REDACTED] told resident [REDACTED] then that although she was going through a difficult time, she was always there to listen, chat with, or sit with any time resident [REDACTED] wanted or needed. RHD [REDACTED] told resident [REDACTED]



how to get in contact with her after hours, then RA [REDACTED] re-entered the room. RA [REDACTED] handed resident [REDACTED] a Mental Health and Counseling brochure and a Sexual Assault Resource Card, explaining both. Resident [REDACTED] thanked the professional staff and asked RA [REDACTED] to escort her to her room once again so she could sleep.

Alcohol Summary:

- Half of a fifth of Smirnoff vodka

[https://cmich-advocate.symplicity.com/incident/\[REDACTED\]-2016](https://cmich-advocate.symplicity.com/incident/[REDACTED]-2016)

**Subject:** Re: Phi Sigma Phi  
**Date:** Tuesday, October 4, 2016 at 3:09:09 PM Eastern Daylight Time  
**From:** Voisin, Anthony  
**To:** Idema Jr, Thomas H  
**Attachments:** image001.png, [REDACTED]Temp Suspension.docx

Here is an example – although it will prolly be a bit different.

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**From:** Tom Idema <[tidema1th@CMICH.EDU](mailto:tidema1th@CMICH.EDU)>  
**Date:** Tuesday, October 4, 2016 at 2:06 PM  
**To:** Anthony Voisin <[voisi1a@cmich.edu](mailto:voisi1a@cmich.edu)>  
**Subject:** Phi Sigma Phi

Hey Tony,

At the meeting with OCRIE we discussed the Phi Sigma Phi situation. Kathy will be meeting with the survivor on Thursday. If that meeting goes well we would like to issue interim sanctions on Thursday. Those would include shutting down the fraternity until the investigation is complete. These means no the chapter should not host or participate in any activities. This is necessary to insure the safety of others.



Tom Idema  
Director | Office of Student Conduct  
Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859  
P: 989-774-1345 | E: [Tom.Idema@cmich.edu](mailto:Tom.Idema@cmich.edu)  
[www.cmich.edu](http://www.cmich.edu)

**Subject:** Re: Phi Sigma Phi President?  
**Date:** Thursday, October 6, 2016 at 2:05:14 PM Eastern Daylight Time  
**From:** Crawford, Katrina Monique  
**To:** Idema Jr, Thomas H  
**Attachments:** image001.png, image002.png

Hi Tom,

Sorry to have missed your call, I am on a conference call.

	President	Phi Sigma Phi	
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Regards,

Katrina M. Crawford  
Assistant Director  
Office of Student Activities & Involvement  
Fraternity & Sorority Life  
Central Michigan University  
Bovee University Center 101  
Mount Pleasant, MI 48859  
Office: 989-774-3016  
Fax: 989-774-6573



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**From:** "Idema Jr, Thomas H" <idema1th@cmich.edu>  
**Date:** Thursday, October 6, 2016 at 2:03 PM  
**To:** "Crawford, Katrina Monique" <crawf2km@cmich.edu>  
**Subject:** Phi Sigma Phi President?

Hi Katrina,

Can you please give me the name and contact information for Phi Sigma Phi's President?

Thank you!




Tom Idema  
Director | Office of Student Conduct  
Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859  
P: 989-774-1345 | E: Tom.Idema@cmich.edu  
www.cmich.edu



**Subject:** Re: Timely Warning  
**Date:** Monday, October 10, 2016 at 10:27:57 AM Eastern Daylight Time  
**From:** Voisin, Anthony  
**To:** Idema Jr, Thomas H  
**Attachments:** image001.png

Let's discuss when you return.



**Subject:** Re: Phi Sigma Phi Fraternity - Conversation follow up  
**Date:** Tuesday, October 11, 2016 at 1:30:54 PM Eastern Daylight Time  
**From:** Lasher, Katherine M  
**To:** Idema Jr, Thomas H  
**Attachments:** image001.png

Tom,

Thanks for your email and input. As you know, there is an active police investigation into this matter and, per Lt. Klaus, we are unable to talk to anyone as part of our investigation. In fact, I just received a draft police report today.

I do not believe I have indicated to you either way whether or not we are moving forward with the investigation. What we discussed on Thursday was whether or not interim measures could be imposed based on the information we had on Thursday. We both agreed that we did not have enough to impose interim measures at that time. We are still in the process of determining if we will move forward with an investigation.

Best,  
Katherine M. Lasher, J.D.  
Executive Director  
Title IX Coordinator  
Office of Civil Rights and Institutional Equity  
Central Michigan University  
Bovee University Center 306  
Mount Pleasant, MI 48859  
Office 989.774.3253  
Fax 989.774.2022

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**From:** "Idema Jr, Thomas H" <[idema1th@cmich.edu](mailto:idema1th@cmich.edu)>  
**Date:** Friday, October 7, 2016 at 9:20 AM  
**To:** Kathy Lasher <[lashe1km@cmich.edu](mailto:lashe1km@cmich.edu)>  
**Subject:** Phi Sigma Phi Fraternity - Conversation follow up

Good Morning Kathy,

I have done some reflecting on our conversation from yesterday. I just wanted to share my thoughts with you. I know you have decided not to suspend the Phi Sigma Phi fraternity at this point, but I think an investigation into this situation should be done as soon as possible.

This is my understanding of what we do have:

- An incident report from Residence Life describing our survivor's recollection of events at the time of the report.
- Additional notes have been added to the Residence Life report that indicate members of the fraternity have been making contact with the survivor.
- The Residence Life report also indicates that the survivor's roommate is very good friends with members of the fraternity. This seems to have created an uncomfortable environment for the survivor.
- Your meeting with the survivor was cancelled by the survivor. By preponderance of the evidence it

looks like the fraternity was successful in convincing the survivor not to come forward.

- Larry Klaus was able to share that the Michigan State Police took the original complaint from the survivor.
- Josh was able to learn that the fraternity has removed someone from the chapter.
- We can get a list of members of Phi Sigma Phi fraternity from the Office of Student Activities and Involvement.

I think in order to keep our students safe we need to investigate and find out what happened as soon as possible.

Prior to the Sexual Misconduct Policy, we would have:

- Met with the fraternity president to explain:
  - An investigation would take place.
  - No one should have any contact with the survivor.
  - They should contact their national office.
  - We expected full cooperation.
  - We requested an accurate roster including contact information for their members.
  - We would be interviewing members of the Phi Sigma Phi fraternity.
- We would have then met with as many of the fraternity as possible as soon as possible.
- We would bring Brooke Oliver-Hempenstall into the loop to meet with the survivor. During the Delta Chi Fraternity investigation, she was very helpful in supporting our survivors throughout the investigation/hearing process and beyond.
- Interviews should then be done as soon as possible to minimize information sharing between fraternity members.

I would suggest initiating an investigation as soon as possible. If you would like our assistance in this investigation, we would be happy to help.



Tom Idema

Director | Office of Student Conduct

Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859

P: 989-774-1345 | E: [Tom.Idema@cmich.edu](mailto:Tom.Idema@cmich.edu)

[www.cmich.edu](http://www.cmich.edu)

**Subject:** Phi Sigma Phi Rosters  
**Date:** Tuesday, October 18, 2016 at 10:46:01 AM Eastern Daylight Time  
**From:** Ernst, Joshua Royce  
**To:** Idema Jr, Thomas H, Finney, Joseph M  
**CC:** Lasher, Katherine M  
**Attachments:** Bid List Fraternity Recruitment Fall '16[1].xlsx, Bid List Fall '16[1].xlsx, PSP - All Members[1].xlsx

FYR

The bid lists are from 10/5 and 10/3. The full roster is from 10/3  
-JRE

Joshua R. Ernst  
Assistant Director  
Central Michigan University  
Office of Civil Rights and Institutional Equity  
Bovee University Center 306  
Mount Pleasant, MI 48859  
Office 989.774.3253  
Fax 989.774.2022

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**Subject:** Re: Phi Sigma Phi - October 1 -2016 Plan  
**Date:** Thursday, October 20, 2016 at 2:49:04 PM Eastern Daylight Time  
**From:** Lasher, Katherine M  
**To:** Idema Jr, Thomas H  
**CC:** Voisin, Anthony, Oliver-Hempenstall, Brooke Lindsey  
**Attachments:** image001.png

Tom,

Thanks for the update. I do not think there is a reason for you to reach out to the student before you meet with the President of Phi Sigma Phi. If you are concerned about how she may be affected after the meeting, we can decide how to approach it at that time but the purpose of the meeting with President relates to the fraternity's actions (or inactions) the night of the party – not an infestation into the report of sexual aggression.

I will send her an email to let her know the university is pursuing other violations from that night.

Best,  
Katherine M. Lasher, J.D.  
Executive Director  
Title IX Coordinator  
Office of Civil Rights and Institutional Equity  
Central Michigan University  
Bovee University Center 306  
Mount Pleasant, MI 48859  
Office 989.774.3253  
Fax 989.774.2022

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**From:** "Idema Jr, Thomas H" <[idema1th@cmich.edu](mailto:idema1th@cmich.edu)>  
**Date:** Wednesday, October 19, 2016 at 1:56 PM  
**To:** Kathy Lasher <[lashe1km@cmich.edu](mailto:lashe1km@cmich.edu)>  
**Cc:** "Voisin, Anthony" <[voisi1a@cmich.edu](mailto:voisi1a@cmich.edu)>, "Oliver-Hempenstall, Brooke Lindsey" <[olive1bl@cmich.edu](mailto:olive1bl@cmich.edu)>  
**Subject:** Phi Sigma Phi - October 1 -2016 Plan

Hi Kathy,

I wanted to fill you in on my plan for the Phi Sigma Phi group. As you know it will be very difficult to separate the sexual assault allegation from other FIPG regulations in conducting an investigation of Phi Sigma Phi. Therefore, I am going to take the following steps:

1. I am going to reach out to our survivor to see if she will be willing to meet with me and Brooke. This is necessary because it is likely that any move I make may result in her being approached either by members of the fraternity or her roommate. I do not want her to be blindsided by this happening.
2. If she chooses not to meet with me and Brooke, then I will send her an email letting her know that I plan on contacting the fraternity and offering her my assistance at any time.
3. I will invite the President of Phi Sigma Phi to come meet with me and a representative of your office (as we discussed yesterday) talk about the party on October 1<sup>st</sup>. At this meeting I will ask the president for the following items:



- a. Any registration forms used by the fraternity to notify the university or their national office of the party.
  - b. I will ask for a guest list.
  - c. I will ask for their risk management plan including a list of sobers, door checkers, etc.
4. We will see what the response is from the fraternity and plan next steps accordingly. Most likely we will put together a plan to interview members of the fraternity.

Please let me know if you have any questions.



Tom Idema  
Director | Office of Student Conduct  
Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859  
P: 989-774-1345 | E: Tom.Idema@cmich.edu  
[www.cmich.edu](http://www.cmich.edu)

**Subject:** Re: Follow up to meeting on October 25, 2016  
**Date:** Friday, October 28, 2016 at 5:14:12 PM Eastern Daylight Time  
**From:** [REDACTED]  
**To:** Idema Jr, Thomas H  
**CC:** shawn.h.head@gmail.com, Finney, Joseph M, Brittain, David Duane  
**Attachments:** image001.png, IMG\_4536.JPG, Phi Sigma Phi Fall 2016 Bid list.docx, Phi Sigma Phi Roster.xlsx, Phi Sigma Phi Western Tailgate Guest List.docx

Mr. Idema:

Attached please find the following documents, per your request:

1. Phi Sigma Phi – Xi Chapter Current Roster;
2. List of Men Originally Offered Bids Fall 2016; and
3. Guest List for the 4-Way Social Event on October 1, 2016 with Zeta Tau Alpha, Phi Sigma Sigma, and Sigma Pi.

Our 4-Way Social Event took place before tailgating prior to the CMU/WMU football game. Our Sober Monitors for the Social were [REDACTED] and [REDACTED] [REDACTED] was in charge of the door and [REDACTED] was a roamer making sure that nothing was getting out of hand. While we usually have four Sober Monitors at our events, on this occasion we only had two. This was because ZTA, Phi Sigma Sigma and Sigma Pi also provided Sober Monitors for the event. When it came time to go to the tailgate, we called several cabs, and the rest of the people walked to the tailgate lots. Our two Sober Monitors were released from their duties after tailgating ended (roughly 7:30pm).

Our beer check was not closely monitored during this event. I can see now that we should have been more mindful of our risk management policies, and we should have been more strict with our enforcement. Looking back, we probably were not as concerned with enforcement because all the other attendees were members of Greek organizations, and they were also responsible for following risk management and FIPG guidelines. After discussing this with our National Director of Risk Management, I now understand that we cannot take things like that for granted. We need to be more diligent in the enforcement of our risk management policies. Even when all of the people at our events are Greek.

Since we last spoke, I have had a chance to follow up with our Social Chair, and he notified me that he forgot to register the event with orgsync. I also originally thought that we had notified our National Staff members of the event through one of our Facebook groups, but I now believe that we only told some of our National Staff members by phone.

With respect to the police involvement, the Michigan State Police provided a Search Warrant and searched the Chapter House during the early morning hours of Monday, October 3, 2016. Prior to receiving that, we had no knowledge of any alleged criminal activity. A copy of the Search Warrant is also attached. After looking into the matter, my current understanding is that the allegations relate to something that may have happened **after** the football game. Several hours after our Social Event had ended. We did not have a social event after the football game. It is also my understanding that the

police did not find anything during their search, and we have had a difficult time finding any other information about the investigation. Maybe you can help us with that?

Later that morning, after I had learned about the search (I do not live in the Chapter House), I contacted Shawn Head, our National Director of Risk Management, and I explained the situation to him. We discussed the fact that the Search Warrant mentioned [REDACTED] a gentleman that we had recently offered a bid to. I, and the rest of my Executive Board decided to rescind [REDACTED] bid, pending further investigation. Our thought was that if there was enough probable cause for a search warrant to be issued, then there was enough of a reason for us to rescind his bid until we could learn more about the situation. We have zero tolerance for sexual assault.

I registered our list of New Members on Orgsync, and by that time, we had rescinded [REDACTED] bid, so he was not listed.

I have been discussing all of this with our National Director of Risk Management, and he is working with us to make sure that we understand all of the policies and procedures that we are supposed to follow, and that we better understand how to implement and enforce them. I have also copied Shawn Head on this email.

Please let me know if there is any additional information that you need from me.

Thank you,

[REDACTED]

---

**From:** Idema Jr, Thomas H

**Sent:** Wednesday, October 26, 2016 8:29:52 PM

**To:** [REDACTED]

**Cc:** shawn.h.head@gmail.com; Finney, Joseph M; Brittain, David Duane

**Subject:** Re: Follow up to meeting on October 25, 2016

H [REDACTED]

It was nice meeting you yesterday as well.

The documentation requested included the following:

- A current roster
- A list of people who were given bids this semester
- A guest list for the social on the weekend of October 1<sup>st</sup>
- A risk management plan for the social on the weekend of October 1<sup>st</sup>, including who were the sobers/Designated Drivers, Id checkers, and beer check.
- A copy or any documentation sent to either your national office or Student Activities and Involvement notifying them of your social.
- Any other documentation you may have used in preparation of the social on the weekend of October 1<sup>st</sup>.

I think that was everything we talked about. It would be great if we could get those items by Friday.



Tom Idema  
Director | Office of Student Conduct  
Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859  
P: 989-774-1345 | E: Tom.Idema@cmich.edu  
www.cmich.edu

---

**From:** [REDACTED]  
**Date:** Tuesday, October 25, 2016 at 10:07 PM  
**To:** "Idema Jr, Thomas H" <idema1th@cmich.edu>  
**Cc:** "shawn.h.head@gmail.com" <shawn.h.head@gmail.com>  
**Subject:** Follow up to meeting on October 25, 2016

Dear Mr. Tom Idema,

It was nice getting to know you and your staff today. In order to help out the best that I can, could you please send me a list of the documents that you would like me to share? Currently I am speaking with people that may have some more information to help best assist you. I have also Ccd Shawn Head our National Risk Manager in our conversation in order to be able to help out in any way. Please let me know, and I will get back to you as soon as I can.

Thank you,

[REDACTED]

**Subject:** Incident Forward Notification

**Date:** Friday, November 18, 2016 at 11:57:30 AM Eastern Standard Time

**From:** [REDACTED]

**To:** Idema Jr, Thomas H

An incident report has been forwarded to Title IX by [REDACTED] on November 18, 2016.

Incident Report#: [REDACTED]-2016

Incident Date: October 2, 2016 2:45 AM

Location of Incident: Phi Sigma Phi

Student(s) involved:  
[REDACTED]

On Sunday, October 2nd at approximately 2:45 AM, Resident Assistant [REDACTED] was completing his final duty rounds in [REDACTED] Hall. During this round, Resident [REDACTED] asked RA [REDACTED] if they could speak later on tonight. Previously in the night, Resident [REDACTED] asked RA [REDACTED] if he was able to speak later on and was very persistent.

RA [REDACTED] asked Resident [REDACTED] if she wanted a private space to speak – she said yes and the two went to Residence Hall Director Stephanie [REDACTED] office. Resident [REDACTED] noted that she had gone out that night (Saturday, October 1st, 2016) and was expecting to go to the Central Michigan University vs. Western Michigan University football game. Resident [REDACTED] noted that she left [REDACTED] Hall just before 6:00 PM and traveled to Phi Sigma Phi Fraternity house. Throughout the night, she noted that she consumed just under half of a fifth of Smirnoff vodka. Resident [REDACTED] stated that she never ended up going to the football game at any point throughout the night.

Resident [REDACTED] arrived at Phi Sigma Phi Fraternity and was with her roommate [REDACTED] when she initially arrived at the house. Throughout the night, Resident [REDACTED] noted that the two got separated within the house. Resident [REDACTED] then expressed to RA [REDACTED] that, "they took me [Resident [REDACTED] to the basement." From this point, she stated that she, "wasn't into that stuff." RA [REDACTED] then expressed to Resident [REDACTED] at that point that anything pertaining to sexual misconduct or harassment had to be reported upward, not outward, so she was able to get the help that she needed. Resident [REDACTED] expressed her understanding.

At this point, RA [REDACTED] continued the conversation and asked Resident [REDACTED] what happened in the basement. She expressed that, "I [Resident [REDACTED] didn't like being touched like that," and, "they kept grabbing me." RA [REDACTED] asked Resident [REDACTED] how many individuals were touching her, she responded with four (4) individuals. RA [REDACTED] then asked her in what location in the basement they started this activity, she stated that they brought her into the laundry room, placed her onto the ground, and shut the door.

At this point (3:04am), RA [REDACTED] texted RHD [REDACTED] and notified her that he needed her assistance in the [REDACTED] Hall RHD office immediately regarding a sexual misconduct case.

Continuing on, Resident [REDACTED] continued telling RA [REDACTED] that several attackers were, "holding her down," throughout the night and she was, "unable to move, so I [Resident [REDACTED] just stayed there." She noted that in the midst of the night, she noticed that there was blood beside her on the ground. She stated that she did not believe it was her own blood.

RA [REDACTED] asked Resident [REDACTED] if there was a consistent attacker who was present while this situation was occurring. She noted that a brother of Phi Sigma Phi, a freshman living in [REDACTED] Hall, approximately 5'6" and skinny, by the name of [REDACTED] was the main attacker in the situation.

Resident [REDACTED] noted that all of this activity continued until she departed the Phi Sigma Phi Fraternity house.



Resident [REDACTED] noted that all of this activity continued until she departed the Phi Sigma Phi Fraternity house. Resident [REDACTED] noted that she was driven from the Phi Sigma Phi Fraternity house to [REDACTED] Hall by a Phi Sigma Phi Fraternity brother – the Fraternity brother was the cousin of another Phi Sigma Phi Fraternity brother and also a resident in [REDACTED] Hall. Resident [REDACTED] noted that the brother who drove her home was very kind. Previously to her departing the Phi Sigma Phi Fraternity house, she noted that her roommate, Resident [REDACTED] stated that, “it was her [Resident [REDACTED]]’s fault because she was too drunk.”

Resident [REDACTED] arrived in [REDACTED] Hall at 12:12 AM on October 2nd, 2016 according to the TechOps check-in roster. This is when Resident [REDACTED] began requesting to talk with RA [REDACTED]

RHD [REDACTED] arrived to the RHD office at 3:06am and introduced herself to resident [REDACTED] RHD [REDACTED] and Resident Assistant [REDACTED] listened as resident [REDACTED] described the sexual assault that happened to her earlier in fewer words. Resident [REDACTED] stated that she was intoxicated and didn’t know what she was doing, but felt as if the attack was her fault. RHD [REDACTED] explained that she too, was a mandated reporter, then she and Resident Assistant [REDACTED] did their best to assure resident [REDACTED] this was not her fault, but resident [REDACTED] disagreed. At that time, Hall Director [REDACTED] asked resident [REDACTED] if she wanted a glass of water and/or tissues. Resident [REDACTED] said yes, and RHD [REDACTED] asked RA [REDACTED] to get both for her. When RA [REDACTED] left the room, RHD [REDACTED] expressed that she knew resident [REDACTED] was having a difficult time with this, but she was not to blame. RHD [REDACTED] lowered herself from the couch to the floor in front of resident [REDACTED] and expressed that she was there to listen and support in any way resident [REDACTED] should need or want should she decide to disclose any information to her. Resident [REDACTED] told RHD [REDACTED] that she was embarrassed, unsure of what to do, and felt as though the situation was her own fault, that her roommate, resident [REDACTED] told her it was on her. RHD [REDACTED] told resident [REDACTED] that it was normal to feel confused and unsure of what to do. RHD [REDACTED] gave resident [REDACTED] different options and resources (CMU PD/SAPA/Listening Ear/etc), and assured her that whatever she decided to do, even if it the answer was nothing, it was up to her and she could think about it/decide when she was ready. Resident [REDACTED] then gave RHD [REDACTED] more information about her night, reiterating what she had told RA [REDACTED] earlier. Resident [REDACTED] told RHD [REDACTED] that her roommate, resident [REDACTED] had made more than one comment on her assault that night which made resident [REDACTED] not want to go back to her room. RHD [REDACTED] and resident [REDACTED] spoke about why the situation was not her fault again, and told her that she was not alone. RHD [REDACTED] stated that resident [REDACTED] could stay in the RHD office for as long as she likes, and offered the guest room should she not feel safe or comfortable in her room. Resident [REDACTED] declined use of the guest room and said that she just didn’t want her roommates to see her crying. At this time, RA [REDACTED] came back into the room with tissues and water. After a few more minutes, resident [REDACTED] decided that she wanted to go to sleep and RA [REDACTED] offered to walk her back to her room.

After dropping resident [REDACTED] off to her room, RA [REDACTED] was in the midst of walking back to his room when Resident Assistant [REDACTED] asked that RA [REDACTED] to come down near her room. Near RA [REDACTED] room Resident [REDACTED] was looking for RA [REDACTED] to continue talking. RA [REDACTED] asked if Resident [REDACTED] was okay – she said “no, I went to the bathroom and my underwear is gone.” RA [REDACTED] apologized and asked her if she wanted to go back down to the [REDACTED] Hall RHD office, she stated yes. RA [REDACTED] and Resident [REDACTED] went back down to the office for a few additional moments to debrief with RHD [REDACTED]

During their time in the office, resident [REDACTED] expressed that remembering she didn’t have her underwear on hit her hard, and she didn’t want her roommates to see her cry. RHD [REDACTED] said that she could understand that. RHD [REDACTED] then noticed resident [REDACTED] eyes shifting back and forth between RA [REDACTED] and her, so RHD [REDACTED] asked RA [REDACTED] to step out to retrieve resident [REDACTED] a Sexual Assault Resource Card (in a more coded statement). Resident [REDACTED] looked relieved when RA [REDACTED] left, and stated that she was very thankful for him and everything he has done, but she is more comfortable with a female at the moment. RHD [REDACTED] assured resident [REDACTED] that was normal and perfectly fine. Resident [REDACTED] then disclosed that she didn’t know how or want to tell anyone what happened, especially her mother; Resident [REDACTED] did not want anyone to think differently of her. RHD [REDACTED] stated that she thought resident [REDACTED] was brave for coming forward, and did not think any differently of her. Resident [REDACTED] brought up her intoxication again, but RHD [REDACTED] assured her that was directly related to why the assault was not her fault.

RHD [REDACTED] told resident [REDACTED] then that although she was going through a difficult time, she was always there to

listen, chat with, or sit with any time resident [REDACTED] wanted or needed. RHD [REDACTED] told resident [REDACTED] how to get in contact with her after hours, then RA [REDACTED] re-entered the room. RA [REDACTED] handed resident [REDACTED] a Mental Health and Counseling brochure and a Sexual Assault Resource Card, explaining both. Resident [REDACTED] thanked the professional staff and asked RA [REDACTED] to escort her to her room once again so she could sleep.

Alcohol Summary:

- Half of a fifth of Smirnoff vodka

[https://cmich-advocate.symplicity.com/incident/\[REDACTED\]2016](https://cmich-advocate.symplicity.com/incident/[REDACTED]2016)

**Subject:** Phi Sigma Phi Rosters  
**Date:** Tuesday, October 18, 2016 at 10:46:01 AM Eastern Daylight Time  
**From:** Ernst, Joshua Royce  
**To:** Idema Jr, Thomas H, Finney, Joseph M  
**CC:** Lasher, Katherine M  
**Attachments:** Bid List Fraternity Recruitment Fall '16[1].xlsx, Bid List Fall '16[1].xlsx, PSP - All Members[1].xlsx

FYR

The bid lists are from 10/5 and 10/3. The full roster is from 10/3  
-JRE

Joshua R. Ernst  
Assistant Director  
Central Michigan University  
Office of Civil Rights and Institutional Equity  
Bovee University Center 306  
Mount Pleasant, MI 48859  
Office 989.774.3253  
Fax 989.774.2022

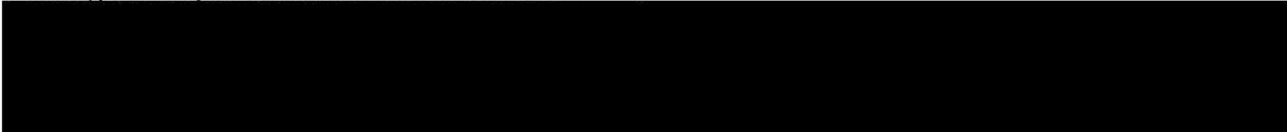
CMU, an AA/EO institution, strongly and actively strives to increase diversity and provide equal opportunity within its community. CMU prohibits discrimination and harassment of persons based on age, color, disability, gender, gender identity, gender expression, genetic information, familial status, height, marital status, national origin, political persuasion, race, religion, sex, sexual orientation, veteran status, or weight.

**Subject:** Requested Information  
**Date:** Wednesday, October 26, 2016 at 10:19:18 AM Eastern Daylight Time  
**From:** Crawford, Katrina Monique  
**To:** Finney, Joseph M  
**Attachments:** image001.png

Hi Joe,

I don't have notification for an event with alcohol on 10/1/2016:

Phi Sigma Phi (no event notifications this semester)



Regards,

Katrina M. Crawford  
Assistant Director  
Office of Student Activities & Involvement  
Fraternity & Sorority Life  
Central Michigan University  
Bovee University Center 101  
Mount Pleasant, MI 48859  
Office: 989-774-3016  
Fax: 989-774-6573



**Subject:** Fwd: An incident report has been filed

**Date:** Sunday, October 2, 2016 at 9:01:05 AM Eastern Daylight Time

**From:** Idema Jr, Thomas H

**To:** Voisin, Anthony

Tony please read this one. I forwarded this to Michelle Veith, but Brooke Oliver-Hempenstall was not notified per OCRIE's new notification procedures.

I hope OCRIE decides to investigate this one.



Tom Idema  
Director | Office of Student Conduct  
Ronan 280 | Central Michigan University | Mount Pleasant, MI  
48859  
P: 989-774-1345 | E: [Tom.Idema@cmich.edu](mailto:Tom.Idema@cmich.edu)  
[www.cmich.edu](http://www.cmich.edu)

Begin forwarded message:

**From:** [REDACTED]  
**Date:** October 2, 2016 at 05:27:01 EDT  
**To:** <[Idema1th@cmich.edu](mailto:Idema1th@cmich.edu)>  
**Subject:** An incident report has been filed



An incident report has been filed in your area.

Sexual Misconduct

Student(s) Involved:

[REDACTED]

Incident Report#: [REDACTED] 2016

Reporting Staff Member: [REDACTED]

Incident Date: October 2, 2016 2:45 AM

Location of Incident: Phi Sigma Phi

On Sunday, October 2nd at approximately 2:45 AM, Resident Assistant [REDACTED] was completing his final duty rounds in [REDACTED] Hall. During this round, Resident [REDACTED] asked [REDACTED] if they could speak later on tonight. Previously in the night, Resident [REDACTED] asked [REDACTED] if he was able to speak later on and was very persistent.

[REDACTED] asked Resident [REDACTED] if she wanted a private space to speak – she said yes and the two went to Residence Hall Director [REDACTED] office. Resident [REDACTED] noted that she had gone out



that night (Saturday, October 1st, 2016) and was expecting to go to the Central Michigan University vs. Western Michigan University football game. Resident [REDACTED] noted that she left [REDACTED] Hall just before 6:00 PM and traveled to Phi Sigma Phi Fraternity house. Throughout the night, she noted that she consumed just under half of a fifth of Smirnoff vodka. Resident [REDACTED] stated that she never ended up going to the football game at any point throughout the night.

Resident [REDACTED] arrived at Phi Sigma Phi Fraternity and was with her roommate [REDACTED] when she initially arrived at the house. Throughout the night, Resident [REDACTED] noted that the two got separated within the house. Resident [REDACTED] then expressed to RA [REDACTED] that, "they took me [Resident [REDACTED] to the basement." From this point, she stated that she, "wasn't into that stuff." RA [REDACTED] then expressed to Resident [REDACTED] at that point that anything pertaining to sexual misconduct or harassment had to be reported upward, not outward, so she was able to get the help that she needed. Resident [REDACTED] expressed her understanding.

At this point, RA [REDACTED] continued the conversation and asked Resident [REDACTED] what happened in the basement. She expressed that, "I [Resident [REDACTED] didn't like being touched like that," and, "they kept grabbing me." RA [REDACTED] asked Resident [REDACTED] how many individuals were touching her, she responded with four (4) individuals. RA [REDACTED] then asked her in what location in the basement they started this activity, she stated that they brought her into the laundry room, placed her onto the ground, and shut the door.

At this point (3:04am), RA [REDACTED] texted RHD [REDACTED] and notified her that he needed her assistance in the [REDACTED] Hall RHD office immediately regarding a sexual misconduct case.

Continuing on, Resident [REDACTED] continued telling RA [REDACTED] that several attackers were, "holding her down," throughout the night and she was, "unable to move, so I [Resident [REDACTED] just stayed there." She noted that in the midst of the night, she noticed that there was blood beside her on the ground. She stated that she did not believe it was her own blood.

RA [REDACTED] asked Resident [REDACTED] if there was a consistent attacker who was present while this situation was occurring. She noted that a brother of Phi Sigma Phi, a freshman living in [REDACTED] Hall, approximately 5'6" and skinny, by the name of [REDACTED] was the main attacker in the situation.

Resident [REDACTED] noted that all of this activity continued until she departed the Phi Sigma Phi Fraternity house. Resident [REDACTED] noted that she was driven from the Phi Sigma Phi Fraternity house to [REDACTED] Hall by a Phi Sigma Phi Fraternity brother – the Fraternity brother was the cousin of another Phi Sigma Phi Fraternity brother and also a resident in [REDACTED] Hall, [REDACTED]. Resident [REDACTED] noted that the brother who drove her home was very kind. Previously to her departing the Phi Sigma Phi Fraternity house, she noted that her roommate, Resident [REDACTED] stated that, "it was her [Resident [REDACTED]s fault because she was too drunk."

Resident [REDACTED] arrived in [REDACTED] Hall at 12:12 AM on October 2nd, 2016 according to the TechOps check-in roster. This is when Resident [REDACTED] began requesting to talk with RA [REDACTED]

RHD [REDACTED] arrived to the RHD office at 3:06am and introduced herself to resident [REDACTED] RHD [REDACTED] and Resident Assistant [REDACTED] listened as resident [REDACTED] described the sexual assault that happened to her earlier in fewer words. Resident [REDACTED] stated that she was intoxicated and didn't know what she was doing, but felt as if the attack was her fault. RHD [REDACTED] explained that she too, was a mandated reporter, then she and Resident Assistant [REDACTED] did their best to assure resident [REDACTED] this was not her fault, but resident [REDACTED] disagreed. At that time, Hall Director [REDACTED] asked resident [REDACTED] if she wanted a glass of water and/or tissues. Resident [REDACTED] said yes, and RHD [REDACTED] asked RA [REDACTED] to get both for her. When RA [REDACTED] left the room, RHD [REDACTED] expressed that she knew resident [REDACTED] was having a difficult time with this, but she was not to blame. RHD [REDACTED] lowered herself from the couch to the floor in front of resident [REDACTED] and expressed that she

was there to listen and support in any way resident [REDACTED] should need or want should she decide to disclose any information to her. Resident [REDACTED] told RHD [REDACTED] that she was embarrassed, unsure of what to do, and felt as though the situation was her own fault, that her roommate, resident [REDACTED] told her it was on her. RHD [REDACTED] told resident [REDACTED] that it was normal to feel confused and unsure of what to do. RHD [REDACTED] gave resident [REDACTED] different options and resources (CMU PD/SAPA/Listening Ear/etc), and assured her that whatever she decided to do, even if it the answer was nothing, it was up to her and she could think about it/decide when she was ready. Resident [REDACTED] then gave RHD [REDACTED] more information about her night, reiterating what she had told RA [REDACTED] earlier. Resident [REDACTED] told RHD [REDACTED] that her roommate, resident [REDACTED] had made more than one comment on her assault that night which made resident [REDACTED] not want to go back to her room. RHD [REDACTED] and resident [REDACTED] spoke about why the situation was not her fault again, and told her that she was not alone. RHD [REDACTED] stated that resident [REDACTED] could stay in the RHD office for as long as she likes, and offered the guest room should she not feel safe or comfortable in her room. Resident [REDACTED] declined use of the guest room and said that she just didn't want her roommates to see her crying. At this time, RA [REDACTED] came back into the room with tissues and water. After a few more minutes, resident [REDACTED] decided that she wanted to go to sleep and RA [REDACTED] offered to walk her back to her room.

After dropping resident [REDACTED] off to her room, RA [REDACTED] was in the midst of walking back to his room when Resident Assistant [REDACTED] asked that RA [REDACTED] to come down near her room. Near [REDACTED] room Resident [REDACTED] was looking for RA [REDACTED] to continue talking. RA [REDACTED] asked if Resident [REDACTED] was okay – she said “no, I went to the bathroom and my underwear is gone.” RA [REDACTED] apologized and asked her if she wanted to go back down to the [REDACTED] Hall RHD office, she stated yes. RA [REDACTED] and Resident [REDACTED] went back down to the office for a few additional moments to debrief with RHD [REDACTED]

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RHD [REDACTED] told resident [REDACTED] then that although she was going through a difficult time, she was always there to listen, chat with, or sit with any time resident [REDACTED] wanted or needed. RHD [REDACTED] told resident [REDACTED] how to get in contact with her after hours, then RA [REDACTED] re-entered the room. RA [REDACTED] handed resident [REDACTED] a Mental Health and Counseling brochure and a Sexual Assault Resource Card, explaining both. Resident [REDACTED] thanked the professional staff and asked RA [REDACTED] to escort her to her room once again so she could sleep.

#### Alcohol Summary:

- Half of a fifth of Smirnoff vodka

[https://cmich-advocate.symplicity.com/incident/\[REDACTED\]016](https://cmich-advocate.symplicity.com/incident/[REDACTED]016)

**Subject:** Phi Sigma Phi  
**Date:** Tuesday, October 4, 2016 at 2:06:52 PM Eastern Daylight Time  
**From:** Idema Jr, Thomas H  
**To:** Voisin, Anthony  
**Attachments:** image001.png

Hey Tony,

At the meeting with OCRIE we discussed the Phi Sigma Phi situation. Kathy will be meeting with the survivor on Thursday. If that meeting goes well we would like to issue interim sanctions on Thursday. Those would include shutting down the fraternity until the investigation is complete. These means no the chapter should not host or participate in any activities. This is necessary to insure the safety of others.



**Tom Idema**  
Director | Office of Student Conduct  
Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859  
P: 989-774-1345 | E: [Tom.Idema@cmich.edu](mailto:Tom.Idema@cmich.edu)  
[www.cmich.edu](http://www.cmich.edu)



**Subject:** Re: Phi Sigma Phi  
**Date:** Tuesday, October 4, 2016 at 3:09:09 PM Eastern Daylight Time  
**From:** Voisin, Anthony  
**To:** Idema Jr, Thomas H  
**Attachments:** image001.png, [REDACTED] Temp Suspension.docx

Here is an example – although it will prolly be a bit different.

---

**From:** Tom Idema <[idema1th@CMICH.EDU](mailto:idema1th@CMICH.EDU)>  
**Date:** Tuesday, October 4, 2016 at 2:06 PM  
**To:** Anthony Voisin <[voisi1a@cmich.edu](mailto:voisi1a@cmich.edu)>  
**Subject:** Phi Sigma Phi

Hey Tony,

At the meeting with OCRIE we discussed the Phi Sigma Phi situation. Kathy will be meeting with the survivor on Thursday. If that meeting goes well we would like to issue interim sanctions on Thursday. Those would include shutting down the fraternity until the investigation is complete. These means no the chapter should not host or participate in any activities. This is necessary to insure the safety of others.



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[www.cmich.edu](http://www.cmich.edu)

**Subject:** FW: Phi Sigma Phi Fraternity - Conversation follow up  
**Date:** Sunday, October 9, 2016 at 7:46:16 PM Eastern Daylight Time  
**From:** Idema Jr, Thomas H  
**To:** Voisin, Anthony  
**Attachments:** image001.png, image002.png

Hi Tony,

To bring you up to speed, I did not call General Counsel on Friday. I did send the email below to Kathy. I have not yet heard back from her.

If you have any questions, please let me know.

Joe and I made it to our training. Class begins in the morning.



**Tom Idema**

Director | Office of Student Conduct

Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859

P: 989-774-1345 | E: Tom.Idema@cmich.edu

[www.cmich.edu](http://www.cmich.edu)

---

**From:** "Idema Jr, Thomas H" <idema1th@cmich.edu>  
**Date:** Friday, October 7, 2016 at 9:20 AM  
**To:** "Lasher, Katherine M" <lashe1km@cmich.edu>  
**Subject:** Phi Sigma Phi Fraternity - Conversation follow up

Good Morning Kathy,

I have done some reflecting on our conversation from yesterday. I just wanted to share my thoughts with you. I know you have decided not to suspend the Phi Sigma Phi fraternity at this point, but I think an investigation into this situation should be done as soon as possible.

This is my understanding of what we do have:

- An incident report from Residence Life describing our survivor's recollection of events at the time of the report.
- Additional notes have been added to the Residence Life report that indicate members of the fraternity have been making contact with the survivor.
- The Residence Life report also indicates that the survivor's roommate is very good friends with members of the fraternity. This seems to have created an uncomfortable environment for the survivor.
- Your meeting with the survivor was cancelled by the survivor. By preponderance of the evidence it looks like the fraternity was successful in convincing the survivor not to come forward.
- Larry Klaus was able to share that the Michigan State Police took the original complaint from the survivor.



- Josh was able to learn that the fraternity has removed someone from the chapter.
- We can get a list of members of Phi Sigma Phi fraternity from the Office of Student Activities and Involvement.

I think in order to keep our students safe we need to investigate and find out what happened as soon as possible.

Prior to the Sexual Misconduct Policy, we would have:

- Met with the fraternity president to explain:
  - An investigation would take place.
  - No one should have any contact with the survivor.
  - They should contact their national office.
  - We expected full cooperation.
  - We requested an accurate roster including contact information for their members.
  - We would be interviewing members of the Phi Sigma Phi fraternity.
- We would have then met with as many of the fraternity as possible as soon as possible.
- We would bring Brooke Oliver-Hempenstall into the loop to meet with the survivor. During the Delta Chi Fraternity investigation, she was very helpful in supporting our survivors throughout the investigation/hearing process and beyond.
- Interviews should then be done as soon as possible to minimize information sharing between fraternity members.

I would suggest initiating an investigation as soon as possible. If you would like our assistance in this investigation, we would be happy to help.



**Tom Idema**

Director | Office of Student Conduct

Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859

P: 989-774-1345 | E: Tom.Idema@cmich.edu

[www.cmich.edu](http://www.cmich.edu)

**Subject:** Timely Warning  
**Date:** Monday, October 10, 2016 at 10:09:48 AM Eastern Daylight Time  
**From:** Idema Jr, Thomas H  
**To:** Voisin, Anthony  
**Attachments:** image001.png

Hey Tony,

The situation with Phi Sigma Phi should have been evaluated for a Timely Warning Notification. I do not know whether it was or not. No notification was sent out and probably should have. We should have criteria for evaluating situations for a timely notice, and be able to defend why one was not sent out.



**Tom Idema**

Director | Office of Student Conduct

Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859

P: 989-774-1345 | E: [Tom.Idema@cmich.edu](mailto:Tom.Idema@cmich.edu)

[www.cmich.edu](http://www.cmich.edu)

**Subject:** Phi Sigma Phi - October 1 -2016 Plan  
**Date:** Wednesday, October 19, 2016 at 1:56:05 PM Eastern Daylight Time  
**From:** Idema Jr, Thomas H  
**To:** Lasher, Katherine M  
**CC:** Voisin, Anthony, Oliver-Hempenstall, Brooke Lindsey  
**Attachments:** image001.png

Hi Kathy,

I wanted to fill you in on my plan for the Phi Sigma Phi group. As you know it will be very difficult to separate the sexual assault allegation from other FIPG regulations in conducting an investigation of Phi Sigma Phi.

Therefore, I am going to take the following steps:

1. I am going to reach out to our survivor to see if she will be willing to meet with me and Brooke. This is necessary because it is likely that any move I make may result in her being approached either by members of the fraternity or her roommate. I do not want her to be blindsided by this happening.
2. If she chooses not to meet with me and Brooke, then I will send her an email letting her know that I plan on contacting the fraternity and offering her my assistance at any time.
3. I will invite the President of Phi Sigma Phi to come meet with me and a representative of your office (as we discussed yesterday) talk about the party on October 1<sup>st</sup>. At this meeting I will ask the president for the following items:
  - a. Any registration forms used by the fraternity to notify the university or their national office of the party.
  - b. I will ask for a guest list.
  - c. I will ask for their risk management plan including a list of sobers, door checkers, etc.
4. We will see what the response is from the fraternity and plan next steps accordingly. Most likely we will put together a plan to interview members of the fraternity.

Please let me know if you have any questions.



**Tom Idema**

Director | Office of Student Conduct

Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859

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[www.cmich.edu](http://www.cmich.edu)



**Subject:** Re: Phi Sigma Phi - October 1 -2016 Plan  
**Date:** Wednesday, October 19, 2016 at 5:14:47 PM Eastern Daylight Time  
**From:** Voisin, Anthony  
**To:** Idema Jr, Thomas H  
**Attachments:** image001.png

Just understand that you won't likely get a return message until Friday.

---

**From:** Tom Idema <[idema1th@CMICH.EDU](mailto:idema1th@CMICH.EDU)>  
**Date:** Wednesday, October 19, 2016 at 1:56 PM  
**To:** "Lasher, Katherine M" <[lashe1km@cmich.edu](mailto:lashe1km@cmich.edu)>  
**Cc:** Anthony Voisin <[voisi1a@cmich.edu](mailto:voisi1a@cmich.edu)>, "Oliver-Hempenstall, Brooke Lindsey" <[olive1bl@cmich.edu](mailto:olive1bl@cmich.edu)>  
**Subject:** Phi Sigma Phi - October 1 -2016 Plan

Hi Kathy,

I wanted to fill you in on my plan for the Phi Sigma Phi group. As you know it will be very difficult to separate the sexual assault allegation from other FIPG regulations in conducting an investigation of Phi Sigma Phi.

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4. We will see what the response is from the fraternity and plan next steps accordingly. Most likely we will put together a plan to interview members of the fraternity.

Please let me know if you have any questions.



**Tom Idema**

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**Subject:** Re: Phi Sigma Phi - October 1 -2016 Plan  
**Date:** Thursday, October 20, 2016 at 2:49:04 PM Eastern Daylight Time  
**From:** Lasher, Katherine M  
**To:** Idema Jr, Thomas H  
**CC:** Voisin, Anthony, Oliver-Hempenstall, Brooke Lindsey  
**Attachments:** image001.png

Tom,

Thanks for the update. I do not think there is a reason for you to reach out to the student before you meet with the President of Phi Sigma Phi. If you are concerned about how she may be affected after the meeting, we can decide how to approach it at that time but the purpose of the meeting with President relates to the fraternity's actions (or inactions) the night of the party – not an infestation into the report of sexual aggression.

I will send her an email to let her know the university is pursuing other violations from that night.

Best,  
Katherine M. Lasher, J.D.  
Executive Director  
Title IX Coordinator  
Office of Civil Rights and Institutional Equity  
Central Michigan University  
Bovee University Center 306  
Mount Pleasant, MI 48859  
Office 989.774.3253  
Fax 989.774.2022

CMU, an AA/EO institution, strongly and actively strives to increase diversity and provide equal opportunity within its community. CMU prohibits discrimination and harassment of persons based on age, color, disability, gender, gender identity, gender expression, genetic information, familial status, height, marital status, national origin, political persuasion, race, religion, sex, sexual orientation, veteran status, or weight.

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**From:** "Idema Jr, Thomas H" <[idema1th@cmich.edu](mailto:idema1th@cmich.edu)>  
**Date:** Wednesday, October 19, 2016 at 1:56 PM  
**To:** Kathy Lasher <[lashe1km@cmich.edu](mailto:lashe1km@cmich.edu)>  
**Cc:** "Voisin, Anthony" <[voisi1a@cmich.edu](mailto:voisi1a@cmich.edu)>, "Oliver-Hempenstall, Brooke Lindsey" <[olive1bl@cmich.edu](mailto:olive1bl@cmich.edu)>  
**Subject:** Phi Sigma Phi - October 1 -2016 Plan

Hi Kathy,

I wanted to fill you in on my plan for the Phi Sigma Phi group. As you know it will be very difficult to separate the sexual assault allegation from other FIPG regulations in conducting an investigation of Phi Sigma Phi. Therefore, I am going to take the following steps:

1. I am going to reach out to our survivor to see if she will be willing to meet with me and Brooke. This is necessary because it is likely that any move I make may result in her being approached either by members of the fraternity or her roommate. I do not want her to be blindsided by this happening.
2. If she chooses not to meet with me and Brooke, then I will send her an email letting her know that I plan on contacting the fraternity and offering her my assistance at any time.
3. I will invite the President of Phi Sigma Phi to come meet with me and a representative of your office (as we discussed yesterday) talk about the party on October 1<sup>st</sup>. At this meeting I will ask the president for the following items:

- a. Any registration forms used by the fraternity to notify the university or their national office of the party.
  - b. I will ask for a guest list.
  - c. I will ask for their risk management plan including a list of sobers, door checkers, etc.
4. We will see what the response is from the fraternity and plan next steps accordingly. Most likely we will put together a plan to interview members of the fraternity.

Please let me know if you have any questions.



**Tom Idema**

Director | Office of Student Conduct

Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859

P: 989-774-1345 | E: [Tom.Idema@cmich.edu](mailto:Tom.Idema@cmich.edu)

[www.cmich.edu](http://www.cmich.edu)

**Subject:** Re: Phi Sigma Phi - October 1 -2016 Plan  
**Date:** Thursday, October 20, 2016 at 3:41:34 PM Eastern Daylight Time  
**From:** Idema Jr, Thomas H  
**To:** Lasher, Katherine M  
**CC:** Voisin, Anthony, Oliver-Hempenstall, Brooke Lindsey  
**Attachments:** image001.png, image002.png

Hi Kathy,

It is not going to be possible to investigate this situation without including the issue of the sexual assault. The only reason we know of this party is because of the reported sexual assault. Without that report I would have no reason to look into this situation. As the fraternity already knows, the police showed up there with a search warrant based on the reported sexual assault. If I approach them they are going to know why I am there and that will put our survivor at risk. I am not comfortable moving forward without giving our survivor notice. It is very likely the fraternity will contact our survivor, and she needs to know what to do should that happen.

Having said that, I will contact the chapter president and we will see what happens.



**Tom Idema**

Director | Office of Student Conduct  
Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859  
P: 989-774-1345 | E: Tom.Idema@cmich.edu  
[www.cmich.edu](http://www.cmich.edu)

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**From:** "Lasher, Katherine M" <lashe1km@cmich.edu>  
**Date:** Thursday, October 20, 2016 at 2:49 PM  
**To:** "Idema Jr, Thomas H" <idema1th@cmich.edu>  
**Cc:** Anthony Voisin <voisi1a@cmich.edu>, "Oliver-Hempenstall, Brooke Lindsey" <olive1bl@cmich.edu>  
**Subject:** Re: Phi Sigma Phi - October 1 -2016 Plan

Tom,

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**From:** "Idema Jr, Thomas H" <[idema1th@cmich.edu](mailto:idema1th@cmich.edu)>  
**Date:** Wednesday, October 19, 2016 at 1:56 PM  
**To:** Kathy Lasher <[lashe1km@cmich.edu](mailto:lashe1km@cmich.edu)>  
**Cc:** "Voisin, Anthony" <[voisi1a@cmich.edu](mailto:voisi1a@cmich.edu)>, "Oliver-Hempenstall, Brooke Lindsey" <[olive1bl@cmich.edu](mailto:olive1bl@cmich.edu)>  
**Subject:** Phi Sigma Phi - October 1 -2016 Plan

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Please let me know if you have any questions.



**Tom Idema**

Director | Office of Student Conduct

Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859

P: 989-774-1345 | E: [Tom.Idema@cmich.edu](mailto:Tom.Idema@cmich.edu)

[www.cmich.edu](http://www.cmich.edu)



**Subject:** FW: Follow up to meeting on October 25, 2016  
**Date:** Tuesday, November 1, 2016 at 11:15:54 AM Eastern Daylight Time  
**From:** Idema Jr, Thomas H  
**To:** Lasher, Katherine M  
**Attachments:** IMG\_4536.JPG, Phi Sigma Phi Fall 2016 Bid list.docx, Phi Sigma Phi Roster.xlsx, Phi Sigma Phi Western Tailgate Guest List.docx, image001.png, image002.png

Per your request.



**Tom Idema**

Director | Office of Student Conduct  
Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859  
P: 989-774-1345 | E: Tom.Idema@cmich.edu  
www.cmich.edu

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**From:** [REDACTED]  
**Date:** Friday, October 28, 2016 at 5:14 PM  
**To:** "Idema Jr, Thomas H" <idema1th@cmich.edu>  
**Cc:** "shawn.h.head@gmail.com" <shawn.h.head@gmail.com>, "Finney, Joseph M" <finne3jm@cmich.edu>, "Brittain, David Duane" <britt1dd@cmich.edu>  
**Subject:** Re: Follow up to meeting on October 25, 2016

Mr. Idema:

Attached please find the following documents, per your request:

1. Phi Sigma Phi – Xi Chapter Current Roster;
2. List of Men Originally Offered Bids Fall 2016; and
3. Guest List for the 4-Way Social Event on October 1, 2016 with Zeta Tau Alpha, Phi Sigma Sigma, and Sigma Pi.

Our 4-Way Social Event took place before tailgating prior to the CMU/WMU football game. Our Sober Monitors for the Social were [REDACTED]. [REDACTED] was in charge of the door and [REDACTED] was a roamer making sure that nothing was getting out of hand. While we usually have four Sober Monitors at our events, on this occasion we only had two. This was because ZTA, Phi Sigma Sigma and Sigma Pi also provided Sober Monitors for the event. When it came time to go to the tailgate, we called several cabs, and the rest of the people walked to the tailgate lots. Our two Sober Monitors were released from their duties after tailgating ended (roughly 7:30pm).

Our beer check was not closely monitored during this event. I can see now that we should have been more mindful of our risk management policies, and we should have been more strict with our enforcement. Looking back, we probably were not as concerned with enforcement because all the other attendees were members of Greek organizations, and they were also responsible for following risk management and FIPG guidelines. After discussing this with our National

Director of Risk Management, I now understand that we cannot take things like that for granted. We need to be more diligent in the enforcement of our risk management policies. Even when all of the people at our events are Greek.

Since we last spoke, I have had a chance to follow up with our Social Chair, and he notified me that he forgot to register the event with orgsync. I also originally thought that we had notified our National Staff members of the event through one of our Facebook groups, but I now believe that we only told some of our National Staff members by phone.

With respect to the police involvement, the Michigan State Police provided a Search Warrant and searched the Chapter House during the early morning hours of Monday, October 3, 2016. Prior to receiving that, we had no knowledge of any alleged criminal activity. A copy of the Search Warrant is also attached. After looking into the matter, my current understanding is that the allegations relate to something that may have happened **after** the football game. Several hours after our Social Event had ended. We did not have a social event after the football game. It is also my understanding that the police did not find anything during their search, and we have had a difficult time finding any other information about the investigation. Maybe you can help us with that?

Later that morning, after I had learned about the search (I do not live in the Chapter House), I contacted Shawn Head, our National Director of Risk Management, and I explained the situation to him. We discussed the fact that the Search Warrant mentioned [REDACTED] a gentleman that we had recently offered a bid to. I, and the rest of my Executive Board decided to rescind Mr. [REDACTED] bid, pending further investigation. Our thought was that if there was enough probable cause for a search warrant to be issued, then there was enough of a reason for us to rescind his bid until we could learn more about the situation. We have zero tolerance for sexual assault.

I registered our list of New Members on Orgsync, and by that time, we had rescinded [REDACTED]'s bid, so he was not listed.

I have been discussing all of this with our National Director of Risk Management, and he is working with us to make sure that we understand all of the policies and procedures that we are supposed to follow, and that we better understand how to implement and enforce them. I have also copied Shawn Head on this email.

Please let me know if there is any additional information that you need from me.

Thank you,

---

**From:** Idema Jr, Thomas H

**Sent:** Wednesday, October 26, 2016 8:29:52 PM

**To:** [REDACTED]

**Cc:** shawn.h.head@gmail.com; Finney, Joseph M; Brittain, David Duane

**Subject:** Re: Follow up to meeting on October 25, 2016

Hi [REDACTED],

It was nice meeting you yesterday as well.

The documentation requested included the following:

- ? A current roster
- ? A list of people who were given bids this semester
- ? A guest list for the social on the weekend of October 1<sup>st</sup>
- ? A risk management plan for the social on the weekend of October 1<sup>st</sup>, including who were the sobers/Designated Drivers, Id checkers, and beer check.
- ? A copy or any documentation sent to either your national office or Student Activities and Involvement notifying them of your social.
- ? Any other documentation you may have used in preparation of the social on the weekend of October 1<sup>st</sup>.

I think that was everything we talked about. It would be great if we could get those items by Friday.



**Tom Idema**

Director | Office of Student Conduct

Ronan Hall 280 | Central Michigan University | Mount Pleasant, MI 48859

P: 989-774-1345 | E: Tom.Idema@cmich.edu

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**From** [REDACTED]

**Date:** Tuesday, October 25, 2016 at 10:07 PM

**To:** "Idema Jr, Thomas H" <idema1th@cmich.edu>

**Cc:** "shawn.h.head@gmail.com" <shawn.h.head@gmail.com>

**Subject:** Follow up to meeting on October 25, 2016

Dear Mr. Tom Idema,

It was nice getting to know you and your staff today. In order to help out the best that I can, could you please send me a list of the documents that you would like me to share? Currently I am speaking with people that may have some more information to help best assist you. I have also Ccd Shawn Head our National Risk Manager in our conversation in order to be able to help out in any way. Please let me know, and I will get back to you as soon as I can.

Thank you,

[REDACTED]



**Subject:** An incident report has been filed

**Date:** Sunday, October 2, 2016 at 5:27:01 AM Eastern Daylight Time

**From:** [REDACTED]

**To:** Idema Jr, Thomas H



An incident report has been filed in your area.

Sexual Misconduct

Student(s) Involved:

Incident Report# [REDACTED] 2016

Reporting Staff Member: [REDACTED]

Incident Date: October 2, 2016 2:45 AM

Location of Incident: Phi Sigma Phi

On Sunday, October 2nd at approximately 2:45 AM, Resident Assistant [REDACTED] was completing his final duty rounds in [REDACTED] Hall. During this round, Resident [REDACTED] asked RA [REDACTED] if they could speak later on tonight. Previously in the night, Resident [REDACTED] asked RA [REDACTED] if he was able to speak later on and was very persistent.

RA [REDACTED] asked Resident [REDACTED] if she wanted a private space to speak – she said yes and the two went to Residence Hall Director [REDACTED] office. Resident [REDACTED] noted that she had gone out that night (Saturday, October 1st, 2016) and was expecting to go to the Central Michigan University vs. Western Michigan University football game. Resident [REDACTED] noted that she left [REDACTED] Hall just before 6:00 PM and traveled to Phi Sigma Phi Fraternity house. Throughout the night, she noted that she consumed just under half of a fifth of Smirnoff vodka. Resident [REDACTED] stated that she never ended up going to the football game at any point throughout the night.

Resident [REDACTED] arrived at Phi Sigma Phi Fraternity and was with her roommate [REDACTED], when she initially arrived at the house. Throughout the night, Resident [REDACTED] noted that the two got separated within the house. Resident [REDACTED] then expressed to RA [REDACTED] that, "they took me [Resident [REDACTED] to the basement." From this point, she stated that she, "wasn't into that stuff." RA [REDACTED] then expressed to Resident [REDACTED] at that point that anything pertaining to sexual misconduct or harassment had to be reported upward, not outward, so she was able to get the help that she needed. Resident [REDACTED] expressed her understanding.

At this point, RA [REDACTED] continued the conversation and asked Resident [REDACTED] what happened in the basement. She expressed that, "I [Resident [REDACTED] didn't like being touched like that," and, "they kept grabbing me." RA [REDACTED] asked Resident [REDACTED] how many individuals were touching her, she responded with four (4) individuals. RA [REDACTED] then asked her in what location in the basement they started this activity, she stated that they brought her into the laundry room, placed her onto the ground, and shut the door.

At this point (3:04am), RA [REDACTED] texted RHD [REDACTED] and notified her that he needed her assistance in the [REDACTED] Hall RHD office immediately regarding a sexual misconduct case.

Continuing on, Resident [REDACTED] continued telling RA [REDACTED] that several attackers were, "holding her down," throughout the night and she was, "unable to move, so I [Resident [REDACTED]] just stayed there." She noted that in the midst of the night, she noticed that there was blood beside her on the ground. She stated that she did not believe it was her own blood.

RA [REDACTED] asked Resident [REDACTED] if there was a consistent attacker who was present while this situation was occurring. She noted that a brother of Phi Sigma Phi, a freshman living in [REDACTED] Hall, approximately 5'6" and skinny, by the name of [REDACTED] was the main attacker in the situation.

Resident [REDACTED] noted that all of this activity continued until she departed the Phi Sigma Phi Fraternity house. Resident [REDACTED] noted that she was driven from the Phi Sigma Phi Fraternity house to [REDACTED] Hall by a Phi Sigma Phi Fraternity brother – the Fraternity brother was the cousin of another Phi Sigma Phi Fraternity brother and also a resident in [REDACTED] Hall, [REDACTED]. Resident [REDACTED] noted that the brother who drove her home was very kind. Previously to her departing the Phi Sigma Phi Fraternity house, she noted that her roommate, Resident [REDACTED] stated that, "it was her [Resident [REDACTED]]'s fault because she was too drunk."

Resident [REDACTED] arrived in [REDACTED] Hall at 12:12 AM on October 2nd, 2016 according to the TechOps check-in roster. This is when Resident [REDACTED] began requesting to talk with RA [REDACTED]

RHD [REDACTED] arrived to the RHD office at 3:06am and introduced herself to resident [REDACTED] RHD [REDACTED] and Resident Assistant [REDACTED] listened as resident [REDACTED] described the sexual assault that happened to her earlier in fewer words. Resident [REDACTED] stated that she was intoxicated and didn't know what she was doing, but felt as if the attack was her fault. RHD [REDACTED] explained that she too, was a mandated reporter, then she and Resident Assistant [REDACTED] did their best to assure resident [REDACTED] this was not her fault, but resident [REDACTED] disagreed. At that time, Hall Director [REDACTED] asked resident [REDACTED] if she wanted a glass of water and/or tissues. Resident [REDACTED] said yes, and RHD [REDACTED] asked RA [REDACTED] to get both for her. When RA [REDACTED] left the room, RHD [REDACTED] expressed that she knew resident [REDACTED] was having a difficult time with this, but she was not to blame. RHD [REDACTED] lowered herself from the couch to the floor in front of resident [REDACTED] and expressed that she was there to listen and support in any way resident [REDACTED] should need or want should she decide to disclose any information to her. Resident [REDACTED] told RHD [REDACTED] that she was embarrassed, unsure of what to do, and felt as though the situation was her own fault, that her roommate, resident [REDACTED] told her it was on her. RHD [REDACTED] told resident [REDACTED] that it was normal to feel confused and unsure of what to do. RHD [REDACTED] gave resident [REDACTED] different options and resources (CMU PD/SAPA/Listening Ear/etc), and assured her that whatever she decided to do, even if it the answer was nothing, it was up to her and she could think about it/decide when she was ready. Resident [REDACTED] then gave RHD [REDACTED] more information about her night, reiterating what she had told RA [REDACTED] earlier. Resident [REDACTED] told RHD [REDACTED] that her roommate, resident [REDACTED] had made more than one comment on her assault that night which made resident [REDACTED] not want to go back to her room. RHD [REDACTED] and resident [REDACTED] spoke about why the situation was not her fault again, and told her that she was not alone. RHD [REDACTED] stated that resident [REDACTED] could stay in the RHD office for as long as she likes, and offered the guest room should she not feel safe or comfortable in her room. Resident [REDACTED] declined use of the guest room and said that she just didn't want her roommates to see her crying. At this time, RA [REDACTED] came back into the room with tissues and water. After a few more minutes, resident [REDACTED] decided that she wanted to go to sleep and RA [REDACTED] offered to walk her back to her room.

After dropping resident [REDACTED] off to her room, RA [REDACTED] was in the midst of walking back to his room when Resident Assistant [REDACTED] asked that RA [REDACTED] come down near her room. Near RA [REDACTED] room Resident [REDACTED] was looking for RA [REDACTED] to continue talking. RA [REDACTED] asked if Resident [REDACTED] was okay – she said "no, I went to the bathroom and my underwear is gone." RA [REDACTED] apologized and asked her if she wanted to go back down to the [REDACTED] Hall RHD office, she stated yes. RA [REDACTED] and Resident [REDACTED] went back down to the office for a few additional moments to debrief with RHD [REDACTED]

During their time in the office, resident [REDACTED] expressed that remembering she didn't have her underwear on hit her hard, and she didn't want her roommates to see her cry. RHD [REDACTED] said that she could understand that. RHD [REDACTED] then noticed resident [REDACTED] eyes shifting back and forth between RA [REDACTED] and her, so RHD [REDACTED] asked RA [REDACTED] to step out to retrieve resident [REDACTED] a Sexual Assault Resource Card (in a more coded



statement). Resident [REDACTED] looked relieved when RA [REDACTED] left, and stated that she was very thankful for him and everything he has done, but she is more comfortable with a female at the moment. RHD [REDACTED] assured resident [REDACTED] that was normal and perfectly fine. Resident [REDACTED] then disclosed that she didn't know how or want to tell anyone what happened, especially her mother; Resident [REDACTED] did not want anyone to think differently of her. RHD [REDACTED] stated that she thought resident [REDACTED] was brave for coming forward, and did not think any differently of her. Resident [REDACTED] brought up her intoxication again, but RHD [REDACTED] assured her that was directly related to why the assault was not her fault.

RHD [REDACTED] told resident [REDACTED] then that although she was going through a difficult time, she was always there to listen, chat with, or sit with any time resident [REDACTED] wanted or needed. RHD [REDACTED] told resident [REDACTED] how to get in contact with her after hours, then RA [REDACTED] re-entered the room. RA [REDACTED] handed resident [REDACTED] a Mental Health and Counseling brochure and a Sexual Assault Resource Card, explaining both. Resident [REDACTED] thanked the professional staff and asked RA [REDACTED] to escort her to her room once again so she could sleep.

#### Alcohol Summary:

- Half of a fifth of Smirnoff vodka

[https://cmich-advocate.symplicity.com/incident/\[REDACTED\]2016](https://cmich-advocate.symplicity.com/incident/[REDACTED]2016)

**Subject:** Re: An incident report has been filed

**Date:** Sunday, October 2, 2016 at 9:28:16 AM Eastern Daylight Time

**From:** Veith, Michelle A

**To:** Idema Jr, Thomas H

Thank you. This disgusts me.

Sent from my iPhone

On Oct 2, 2016, at 8:45 AM, Idema Jr, Thomas H <[idema1th@cmich.edu](mailto:idema1th@cmich.edu)> wrote:

Good Morning Michelle. I thought you should be aware of this one.



**Tom Idema**

Director | Office of Student Conduct

Ronan 280 | Central Michigan University | Mount Pleasant, MI  
48859

P: 989-774-1345 | E: [Tom.Idema@cmich.edu](mailto:Tom.Idema@cmich.edu)

[www.cmich.edu](http://www.cmich.edu)

Begin forwarded message:

**From:** [REDACTED]  
**Date:** October 2, 2016 at 05:27:01 EDT  
**To:** <[idema1th@cmich.edu](mailto:idema1th@cmich.edu)>  
**Subject:** An incident report has been filed



An incident report has been filed in your area.

Sexual Misconduct

Student(s) Involved:

[REDACTED]

Incident Report#: [REDACTED] 2016

Reporting Staff Member: [REDACTED]

Incident Date: October 2, 2016 2:45 AM

Location of Incident: Phi Sigma Phi

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being very nervous in the highly stressful situation. [REDACTED] asked [REDACTED] if he was able to speak later on and was very persistent.

RA [REDACTED] asked Resident [REDACTED] if she wanted a private space to speak – she said yes and the two went to Residence Hall Director [REDACTED] office. Resident [REDACTED] noted that she had gone out that night (Saturday, October 1st, 2016) and was expecting to go to the Central Michigan University vs. Western Michigan University football game. Resident [REDACTED] noted that she left [REDACTED] Hall just before 6:00 PM and traveled to Phi Sigma Phi Fraternity house. Throughout the night, she noted that she consumed just under half of a fifth of Smirnoff vodka. Resident [REDACTED] stated that she never ended up going to the football game at any point throughout the night.

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RA [REDACTED] asked Resident [REDACTED] if there was a consistent attacker who was present while this situation was occurring. She noted that a brother of Phi Sigma Phi, a freshman living in [REDACTED] Hall, approximately 5’6” and skinny, by the name of [REDACTED] was the main attacker in the situation.

Resident [REDACTED] noted that all of this activity continued until she departed the Phi Sigma Phi Fraternity house. Resident [REDACTED] noted that she was driven from the Phi Sigma Phi Fraternity house to [REDACTED] Hall by a Phi Sigma Phi Fraternity brother – the Fraternity brother was the cousin of another Phi Sigma Phi Fraternity brother and also a resident in [REDACTED] Hall, [REDACTED]. Resident [REDACTED] noted that the brother who drove her home was very kind. Previously to her departing the Phi Sigma Phi Fraternity house, she noted that her roommate, Resident [REDACTED], stated that, “it was her [Resident [REDACTED]’s fault because she was too drunk.”

Resident [REDACTED] arrived in [REDACTED] Hall at 12:12 AM on October 2nd, 2016 according to the TechOps check-in roster. This is when Resident [REDACTED] began requesting to talk with

RA [REDACTED]

RHD [REDACTED] arrived to the RHD office at 3:06am and introduced herself to resident [REDACTED]. RHD [REDACTED] and Resident Assistant [REDACTED] listened as resident [REDACTED] described the sexual assault that happened to her earlier in fewer words. Resident [REDACTED] stated that she was intoxicated and didn't know what she was doing, but felt as if the attack was her fault. RHD [REDACTED] explained that she too, was a mandated reporter, then she and Resident Assistant [REDACTED] did their best to assure resident [REDACTED] this was not her fault, but resident [REDACTED] disagreed. At that time, Hall Director [REDACTED] asked resident [REDACTED] if she wanted a glass of water and/or tissues. Resident [REDACTED] said yes, and RHD [REDACTED] asked RA [REDACTED] to get both for her. When RA [REDACTED] left the room, RHD [REDACTED] expressed that she knew resident [REDACTED] was having a difficult time with this, but she was not to blame. RHD [REDACTED] lowered herself from the couch to the floor in front of resident [REDACTED] and expressed that she was there to listen and support in any way resident [REDACTED] should need or want should she decide to disclose any information to her. Resident [REDACTED] told RHD [REDACTED] that she was embarrassed, unsure of what to do, and felt as though the situation was her own fault, that her roommate, resident [REDACTED] told her it was on her. RHD [REDACTED] told resident [REDACTED] that it was normal to feel confused and unsure of what to do. RHD [REDACTED] gave resident [REDACTED] different options and resources (CMU PD/SAPA/Listening Ear/etc), and assured her that whatever she decided to do, even if it the answer was nothing, it was up to her and she could think about it/decide when she was ready. Resident [REDACTED] then gave RHD [REDACTED] more information about her night, reiterating what she had told RA [REDACTED] earlier. Resident [REDACTED] told RHD [REDACTED] that her roommate, resident [REDACTED] had made more than one comment on her assault that night which made resident [REDACTED] not want to go back to her room. RHD [REDACTED] and resident [REDACTED] poked about why the situation was not her fault again, and told her that she was not alone. RHD [REDACTED] stated that resident [REDACTED] could stay in the RHD office for as long as she likes, and offered the guest room should she not feel safe or comfortable in her room. Resident [REDACTED] declined use of the guest room and said that she just didn't want her roommates to see her crying. At this time, RA [REDACTED] came back into the room with tissues and water. After a few more minutes, resident [REDACTED] decided that she wanted to go to sleep and RA [REDACTED] offered to walk her back to her room.

After dropping resident [REDACTED] off to her room, RA [REDACTED] was in the midst of walking back to his room when Resident Assistant [REDACTED] asked that RA [REDACTED] come down near her room. Near RA [REDACTED]'s room Resident [REDACTED] was looking for RA [REDACTED] to continue talking. RA [REDACTED] asked if Resident [REDACTED] was okay – she said “no, I went to the bathroom and my underwear is gone.” RA [REDACTED] apologized and asked her if she wanted to go back down to the [REDACTED] Hall RHD office, she stated yes. RA [REDACTED] and Resident [REDACTED] went back down to the office for a few additional moments to debrief with RHD [REDACTED].

During their time in the office, resident [REDACTED] expressed that remembering she didn't have her underwear on hit her hard, and she didn't want her roommates to see her cry. RHD [REDACTED] said that she could understand that. RHD [REDACTED] then noticed resident [REDACTED]'s eyes shifting back and forth between RA [REDACTED] and her, so RHD [REDACTED] asked RA [REDACTED] to step out to retrieve resident [REDACTED] a Sexual Assault Resource Card (in a more coded statement). Resident [REDACTED] looked relieved when RA [REDACTED] left, and stated that she was very thankful for him and everything he has done, but she is more comfortable with a female at the moment. RHD [REDACTED] assured resident [REDACTED] that was normal and perfectly fine. Resident [REDACTED] then disclosed that she didn't know how or want to tell anyone what happened, especially her mother; Resident [REDACTED] did not want anyone to think differently of her. RHD [REDACTED] stated that she thought resident [REDACTED]



██████ was brave for coming forward, and did not think any differently of her. Resident ██████ brought up her intoxication again, but RHD ██████ assured her that was directly related to why the assault was not her fault.

RHD ██████ told resident ██████ then that although she was going through a difficult time, she was always there to listen, chat with, or sit with any time resident ██████ wanted or needed. RHD ██████ told resident ██████ how to get in contact with her after hours, then RA ██████ re-entered the room. RA ██████ handed resident ██████ a Mental Health and Counseling brochure and a Sexual Assault Resource Card, explaining both. Resident ██████ thanked the professional staff and asked RA ██████ to escort her to her room once again so she could sleep.

Alcohol Summary:

- Half of a fifth of Smirnoff vodka

<https://cmich-advocate.symplicity.com/incident/██████2016>

**Subject:** Re: An incident report has been filed  
**Date:** Sunday, October 2, 2016 at 1:03:18 PM Eastern Daylight Time  
**From:** Veith, Michelle A  
**To:** Idema Jr, Thomas H

I looked up [REDACTED] in [REDACTED] and I found one [REDACTED] who appears to fit the description. I also found the cousin, [REDACTED] lives off campus.

Michelle

---

**From:** "Idema Jr, Thomas H" <idema1th@cmich.edu>  
**Date:** Sunday, October 2, 2016 at 8:45 AM  
**To:** "Veith, Michelle A" <veith1ma@cmich.edu>  
**Subject:** Fwd: An incident report has been filed

Good Morning Michelle. I thought you should be aware of this one.



**Tom Idema**  
Director | Office of Student Conduct  
Ronan 280 | Central Michigan University | Mount Pleasant,  
MI 48859  
P: [989-774-1345](tel:989-774-1345) | E: [Tom.Idema@cmich.edu](mailto:Tom.Idema@cmich.edu)  
[www.cmich.edu](http://www.cmich.edu)

Begin forwarded message:

**From:** [REDACTED]  
**Date:** October 2, 2016 at 05:27:01 EDT  
**To:** <[idema1th@cmich.edu](mailto:idema1th@cmich.edu)>  
**Subject:** An incident report has been filed



An incident report has been filed in your area.

Sexual Misconduct

Student(s) Involved:

[REDACTED]

Incident Report#: [REDACTED]-2016

Reporting Staff Member:

[REDACTED]

Incident Date: October 2, 2016 2:45 AM

Location of Incident: Phi Sigma Phi

On Sunday, October 2nd at approximately 2:45 AM, Resident Assistant [REDACTED] was completing his final duty rounds in [REDACTED] Hall. During this round, Resident [REDACTED] asked RA [REDACTED] if they could speak later on tonight. Previously in the night, Resident [REDACTED] asked RA [REDACTED] if he was able to speak later on and was very persistent.

RA [REDACTED] asked Resident [REDACTED] if she wanted a private space to speak – she said yes and the two went to Residence Hall Director [REDACTED] office. Resident [REDACTED] noted that she had gone out that night (Saturday, October 1st, 2016) and was expecting to go to the Central Michigan University vs. Western Michigan University football game. Resident [REDACTED] noted that she left [REDACTED] Hall just before 6:00 PM and traveled to Phi Sigma Phi Fraternity house. Throughout the night, she noted that she consumed just under half of a fifth of Smirnoff vodka. Resident [REDACTED] stated that she never ended up going to the football game at any point throughout the night.

Resident [REDACTED] arrived at Phi Sigma Phi Fraternity and was with her roommate, [REDACTED] when she initially arrived at the house. Throughout the night, Resident [REDACTED] noted that the two got separated within the house. Resident Taylor then expressed to RA [REDACTED] that, “they took me [Resident [REDACTED] to the basement.” From this point, she stated that she, “wasn’t into that stuff.” RA [REDACTED] then expressed to Resident [REDACTED] at that point that anything pertaining to sexual misconduct or harassment had to be reported upward, not outward, so she was able to get the help that she needed. Resident [REDACTED] expressed her understanding.

At this point, RA [REDACTED] continued the conversation and asked Resident [REDACTED] what happened in the basement. She expressed that, “I [Resident [REDACTED] didn’t like being touched like that,” and, “they kept grabbing me.” RA [REDACTED] asked Resident [REDACTED] how many individuals were touching her, she responded with four (4) individuals. RA [REDACTED] then asked her in what location in the basement they started this activity, she stated that they brought her into the laundry room, placed her onto the ground, and shut the door.

At this point (3:04am), RA [REDACTED] texted RHD [REDACTED] and notified her that he needed her assistance in the [REDACTED] Hall RHD office immediately regarding a sexual misconduct case.

Continuing on, Resident [REDACTED] continued telling RA [REDACTED] that several attackers were, “holding her down,” throughout the night and she was, “unable to move, so I [Resident [REDACTED] just stayed there.” She noted that in the midst of the night, she noticed that there was blood beside her on the ground. She stated that she did not believe it was her own blood.

RA [REDACTED] asked Resident [REDACTED] if there was a consistent attacker who was present while this situation was occurring. She noted that a brother of Phi Sigma Phi, a freshman living in [REDACTED] Hall, approximately 5’6” and skinny, by the name of [REDACTED] was the main attacker in the situation.

Resident [REDACTED] noted that all of this activity continued until she departed the Phi Sigma

Phi Fraternity house. Resident [REDACTED] noted that she was driven from the Phi Sigma Phi Fraternity house to [REDACTED] Hall by a Phi Sigma Phi Fraternity brother – the Fraternity brother was the cousin of another Phi Sigma Phi Fraternity brother and also a resident in [REDACTED] Hall. Resident [REDACTED] noted that the brother who drove her home was very kind. Previously to her departing the Phi Sigma Phi Fraternity house, she noted that her roommate, Resident [REDACTED] stated that, “it was her [Resident [REDACTED]]’s fault because she was too drunk.”

Resident [REDACTED] arrived in Thorpe Hall at 12:12 AM on October 2nd, 2016 according to the TechOps check-in roster. This is when Resident [REDACTED] began requesting to talk with RA [REDACTED]

RHD [REDACTED] arrived to the RHD office at 3:06am and introduced herself to resident [REDACTED]. RHD [REDACTED] and Resident Assistant [REDACTED] listened as resident [REDACTED] described the sexual assault that happened to her earlier in fewer words. Resident [REDACTED] stated that she was intoxicated and didn’t know what she was doing, but felt as if the attack was her fault. RHD [REDACTED] explained that she too, was a mandated reporter, then she and Resident Assistant [REDACTED] did their best to assure resident [REDACTED] this was not her fault, but resident [REDACTED] disagreed. At that time, Hall Director [REDACTED] asked resident [REDACTED] if she wanted a glass of water and/or tissues. Resident [REDACTED] said yes, and RHD [REDACTED] asked RA [REDACTED] to get both for her. When RA [REDACTED] left the room, RHD [REDACTED] expressed that she knew resident [REDACTED] was having a difficult time with this, but she was not to blame. RHD [REDACTED] lowered herself from the couch to the floor in front of resident [REDACTED] and expressed that she was there to listen and support in any way resident [REDACTED] should need or want should she decide to disclose any information to her. Resident [REDACTED] told RHD [REDACTED] that she was embarrassed, unsure of what to do, and felt as though the situation was her own fault, that her roommate, resident [REDACTED] told her it was on her. RHD [REDACTED] told resident [REDACTED] that it was normal to feel confused and unsure of what to do. RHD [REDACTED] gave resident [REDACTED] different options and resources (CMU PD/SAPA/Listening Ear/etc), and assured her that whatever she decided to do, even if the answer was nothing, it was up to her and she could think about it/decide when she was ready. Resident [REDACTED] then gave RHD [REDACTED] more information about her night, reiterating what she had told RA [REDACTED] earlier. Resident [REDACTED] told RHD [REDACTED] that her roommate, resident [REDACTED] had made more than one comment on her assault that night which made resident [REDACTED] not want to go back to her room. RHD [REDACTED] and resident [REDACTED] spoke about why the situation was not her fault again, and told her that she was not alone. RHD [REDACTED] stated that resident [REDACTED] could stay in the RHD office for as long as she likes, and offered the guest room should she not feel safe or comfortable in her room. Resident [REDACTED] declined use of the guest room and said that she just didn’t want her roommates to see her crying. At this time, RA [REDACTED] came back into the room with tissues and water. After a few more minutes, resident [REDACTED] decided that she wanted to go to sleep and RA [REDACTED] offered to walk her back to her room.

After dropping resident [REDACTED] off to her room, RA [REDACTED] was in the midst of walking back to his room when Resident Assistant [REDACTED] asked that RA [REDACTED] to come down near her room. Near RA [REDACTED]’s room Resident [REDACTED] was looking for RA [REDACTED] to continue talking. RA [REDACTED] asked if Resident [REDACTED] was okay – she said “no, I went to the bathroom and my underwear is gone.” RA [REDACTED] apologized and asked her if she wanted to go back down to the [REDACTED] Hall RHD office, she stated yes. RA [REDACTED] and Resident [REDACTED] went back down to the office for a few additional moments to debrief with RHD [REDACTED]



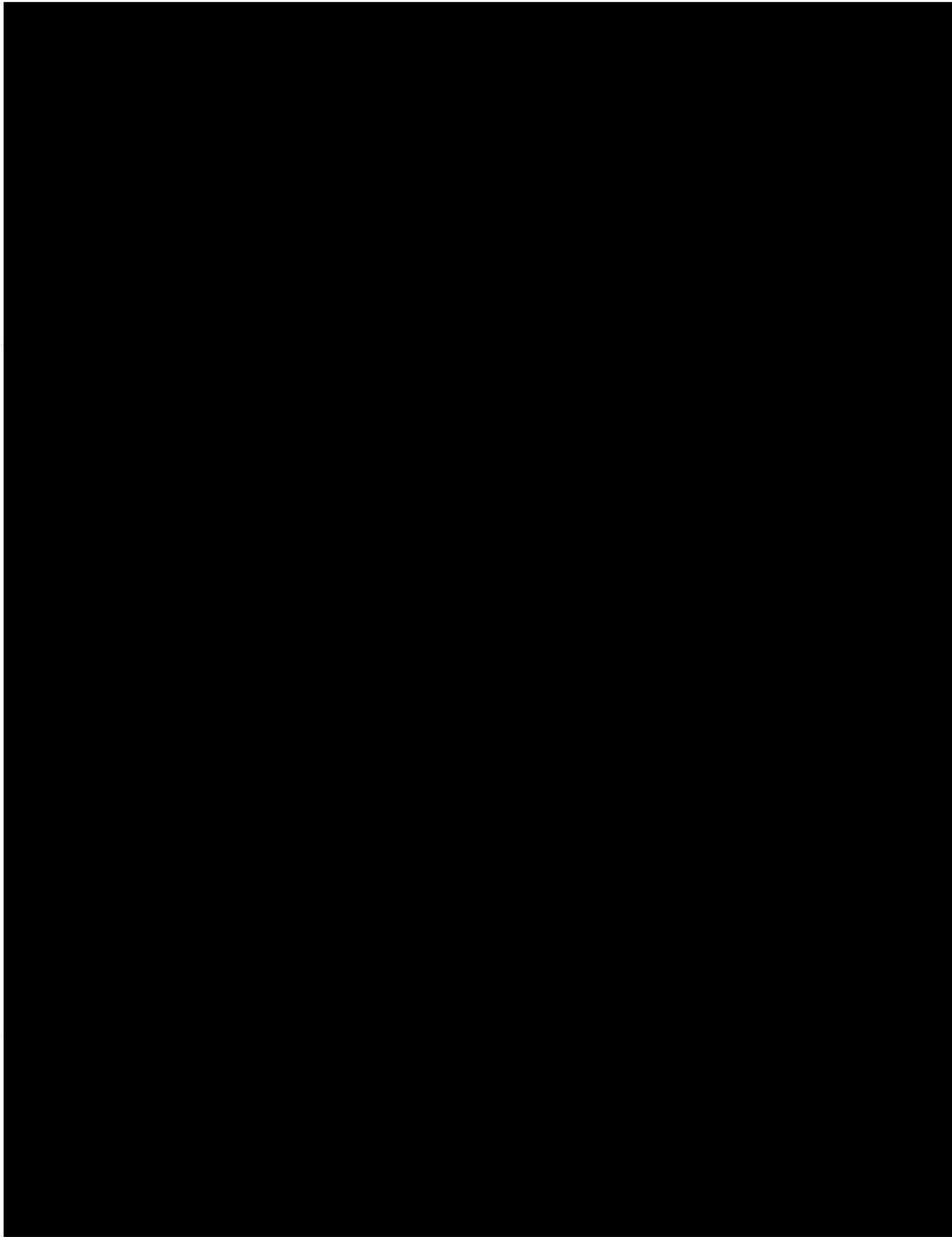
During their time in the office, resident [REDACTED] expressed that remembering she didn't have her underwear on hit her hard, and she didn't want her roommates to see her cry. RHD [REDACTED] said that she could understand that. RHD [REDACTED] then noticed resident [REDACTED]'s eyes shifting back and forth between RA [REDACTED] and her, so RHD [REDACTED] asked RA [REDACTED] to step out to retrieve resident [REDACTED] a Sexual Assault Resource Card (in a more coded statement). Resident [REDACTED] looked relieved when RA [REDACTED] left, and stated that she was very thankful for him and everything he has done, but she is more comfortable with a female at the moment. RHD [REDACTED] assured resident [REDACTED] that was normal and perfectly fine. Resident [REDACTED] then disclosed that she didn't know how or want to tell anyone what happened, especially her mother; Resident [REDACTED] did not want anyone to think differently of her. RHD [REDACTED] stated that she thought resident [REDACTED] was brave for coming forward, and did not think any differently of her. Resident [REDACTED] brought up her intoxication again, but RHD [REDACTED] assured her that was directly related to why the assault was not her fault.

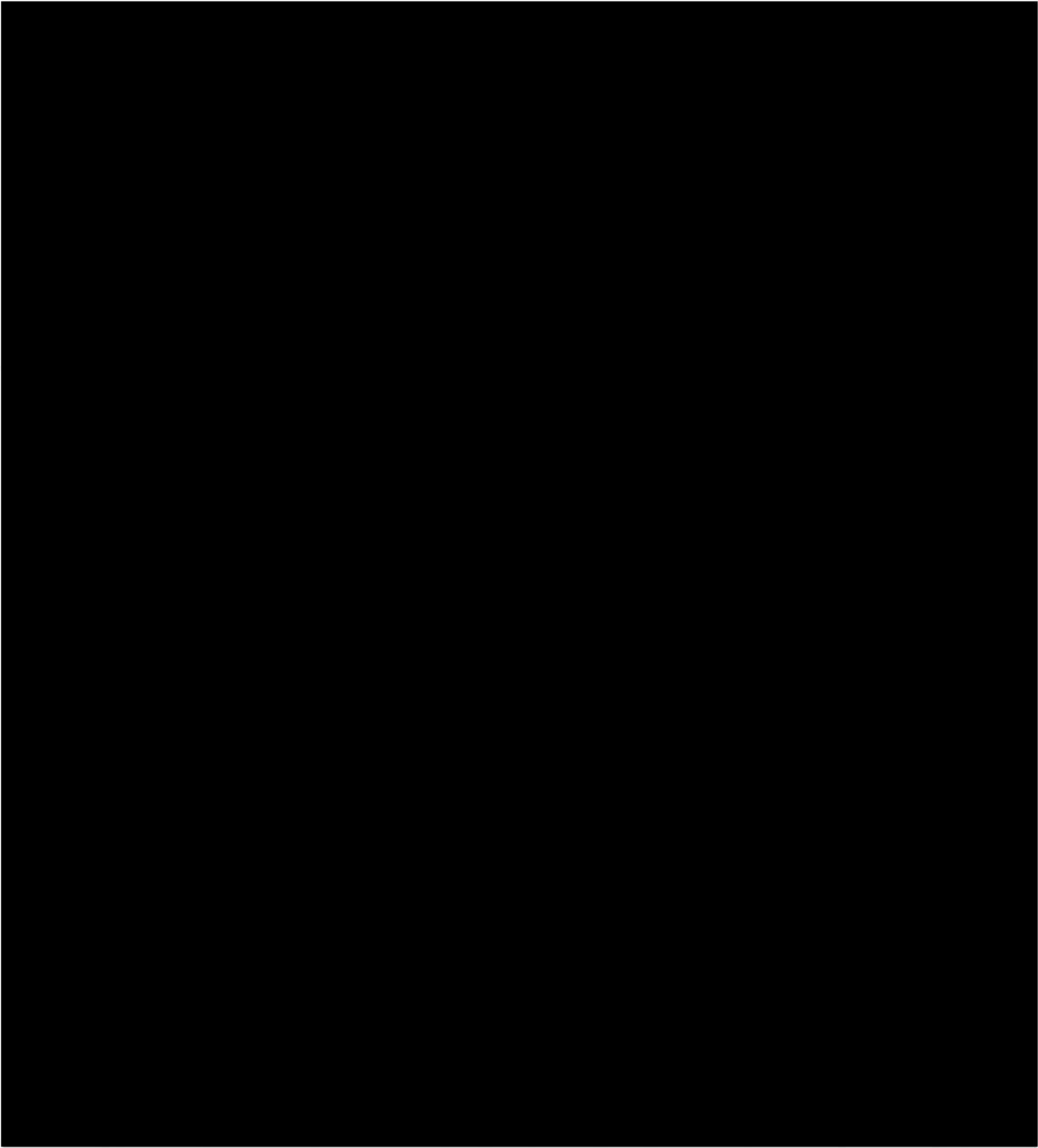
RHD [REDACTED] told resident [REDACTED] then that although she was going through a difficult time, she was always there to listen, chat with, or sit with any time resident [REDACTED] wanted or needed. RHD [REDACTED] told resident [REDACTED] how to get in contact with her after hours, then RA [REDACTED] re-entered the room. RA [REDACTED] handed resident [REDACTED] a Mental Health and Counseling brochure and a Sexual Assault Resource Card, explaining both. Resident [REDACTED] thanked the professional staff and asked RA [REDACTED] to escort her to her room once again so she could sleep.

#### Alcohol Summary:

- Half of a fifth of Smirnoff vodka

[https://cmich-advocate.symplicity.com/incident/\[REDACTED\]2016](https://cmich-advocate.symplicity.com/incident/[REDACTED]2016)





**Subject:** Re: Conflict - PSP  
**Date:** Monday, October 24, 2016 at 4:43:44 PM Eastern Daylight Time  
**From:** Case, Tricia Renee <case1tr@cmich.edu>  
**To:** Idema Jr, Thomas H <idema1th@cmich.edu>, Finney, Joseph M <finne3jm@cmich.edu>  
**Attachments:** image001.jpg

I was able to re-schedule [REDACTED] for tomorrow (Tuesday 10/25) at 4:00pm.

TC



**Tricia Case**  
Senior Administrative Assistant | Office of Student Conduct  
Ronan Hall | Central Michigan University  
P: 989-774-1345 | E: case1tr@cmich.edu  
[www.cmich.edu](http://www.cmich.edu)

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**From:** "Idema Jr, Thomas H" <idema1th@cmich.edu>  
**Date:** Monday, October 24, 2016 at 4:40 PM  
**To:** "Case, Tricia Renee" <case1tr@cmich.edu>, "Finney, Joseph M" <finne3jm@cmich.edu>  
**Subject:** Re: Conflict - PSP

Find out from him who the Vice President is and get that person to the meeting.



**Tom Idema**  
Director | Office of Student Conduct  
Ronan 280 | Central Michigan University | Mount Pleasant,  
MI 48859  
P: [989-774-1345](tel:989-774-1345) | E: [Tom.Idema@cmich.edu](mailto:Tom.Idema@cmich.edu)  
[www.cmich.edu](http://www.cmich.edu)

On Oct 24, 2016, at 15:51, Case, Tricia Renee <[case1tr@cmich.edu](mailto:case1tr@cmich.edu)> wrote:

Hi –

The president of PSP [REDACTED] was scheduled for this Friday (10/28) at 2:00pm with both of you, Josh and Katrina. [REDACTED] just called to say that he's going out of town this Thursday (10/27) for a week so he will NOT be available to meet on Friday. He indicated that he would be available by skype or phone while he is gone.

Please advise.

TC



<image001.jpg>

**Tricia Case**

Senior Administrative Assistant | Office of Student Conduct

Ronan Hall | Central Michigan University

P: 989-774-1345 | E: [case1tr@cmich.edu](mailto:case1tr@cmich.edu)

[www.cmich.edu](http://www.cmich.edu)

**Subject:** 2:00 Initial Meeting (President - PSP)

**Date:** Thursday, October 20, 2016 at 4:14:46 PM Eastern Daylight Time

**From:** Case, Tricia Renee <case1tr@cmich.edu>

**To:** Idema Jr, Thomas H <idema1th@cmich.edu>, Finney, Joseph M <finne3jm@cmich.edu>, Ernst, Joshua Royce <ernst1jr@cmich.edu>

**Tricia Case**

Senior Administrative Assistant | Office of Student Conduct

Ronan Hall | Central Michigan University

P: 989-774-1345 | E: case1tr@cmich.edu

[www.cmich.edu](http://www.cmich.edu)

**Subject:** 10:00 Phi Sigma Phi

**Date:** Wednesday, December 7, 2016 at 5:08:26 PM Eastern Standard Time

**From:** Case, Tricia Renee <case1tr@cmich.edu>

**To:** Idema Jr, Thomas H <idema1th@cmich.edu>, Finney, Joseph M <finne3jm@cmich.edu>

**Tricia Case**

Senior Administrative Assistant | Office of Student Conduct

Ronan Hall 280 | Central Michigan University

P: 989-774-1345 | E: case1tr@cmich.edu

[www.cmich.edu](http://www.cmich.edu)

**Subject:** Canceled: 4:00 Initial Meeting (President - PSP)

**Date:** Monday, October 24, 2016 at 4:38:17 PM Eastern Daylight Time

**From:** Case, Tricia Renee <case1tr@cmich.edu>

**To:** Ernst, Joshua Royce <ernst1jr@cmich.edu>

██████████ will be leaving town for a week starting this Thursday so I was able to move his meeting to tomorrow (Tuesday) at 4:00pm. Thanks! TC

**Tricia Case**

Senior Administrative Assistant | Office of Student Conduct

Ronan Hall | Central Michigan University

P: 989-774-1345 | E: case1tr@cmich.edu

[www.cmich.edu](http://www.cmich.edu)



**Subject:** 4:00 Initial Meeting (President - PSP)

**Date:** Monday, October 24, 2016 at 4:38:17 PM Eastern Daylight Time

**From:** Case, Tricia Renee <case1tr@cmich.edu>

**To:** Idema Jr, Thomas H <idema1th@cmich.edu>, Finney, Joseph M <finne3jm@cmich.edu>, Brittain, David Duane <britt1dd@cmich.edu>, Crawford, Katrina Monique <crawf2km@cmich.edu>

██████████ will be leaving town for a week starting this Thursday so I was able to move his meeting to tomorrow (Tuesday) at 4:00pm. Thanks! TC

**Tricia Case**

Senior Administrative Assistant | Office of Student Conduct

Ronan Hall | Central Michigan University

P: 989-774-1345 | E: case1tr@cmich.edu

[www.cmich.edu](http://www.cmich.edu)

**Subject:** Conflict - PSP  
**Date:** Monday, October 24, 2016 at 3:51:21 PM Eastern Daylight Time  
**From:** Case, Tricia Renee <case1tr@cmich.edu>  
**To:** Idema Jr, Thomas H <idema1th@cmich.edu>, Finney, Joseph M <finne3jm@cmich.edu>  
**Attachments:** image001.jpg

Hi –

The president of PSP [REDACTED] was scheduled for this Friday (10/28) at 2:00pm with both of you, Josh and Katrina. [REDACTED] just called to say that he's going out of town this Thursday (10/27) for a week so he will NOT be available to meet on Friday. He indicated that he would be available by skype or phone while he is gone.

Please advise.

TC



**Tricia Case**  
Senior Administrative Assistant | Office of Student Conduct  
Ronan Hall | Central Michigan University  
P: 989-774-1345 | E: case1tr@cmich.edu  
[www.cmich.edu](http://www.cmich.edu)

**Subject:** Meeting  
**Date:** Wednesday, October 19, 2016 at 4:37:43 PM Eastern Daylight Time  
**From:** Case, Tricia Renee <case1tr@cmich.edu>  
**To:** [REDACTED]  
**Attachments:** image001.jpg

Hello [REDACTED]

I am the Administrative Assistant in the Office of Student Conduct. Do not be alarmed as you are not in ANY trouble. I am contacting you on behalf of my Director Tom Idema. He's been made aware of an incident that occurred off campus and is in the process of gathering more information about that situation.

Would you consider talking with him about the incident? I am his appointment scheduler so I would be happy to find a time that might work best for you. You are welcome to reply to this email or call my office at (989) 774-1345.

Thank you [REDACTED] and blessings to you!

Tricia Case



**Tricia Case**  
Senior Administrative Assistant | Office of Student Conduct  
Ronan Hall | Central Michigan University  
P: 989-774-1345 | E: case1tr@cmich.edu  
www.cmich.edu

**Subject:** Re: Calendar  
**Date:** Friday, October 21, 2016 at 1:58:47 PM Eastern Daylight Time  
**From:** Case, Tricia Renee <case1tr@cmich.edu>  
**To:** Crawford, Katrina Monique <crawf2km@cmich.edu>  
**Attachments:** image001.jpg, image002.png, image003.jpg

Hi –

I haven't forgotten about you! ☺

I'm still waiting for [REDACTED] to get back with me...I had left him a voicemail earlier. I will keep you posted!

Also, do you want me to still send you a calendar invite for the 10/28 meeting or are you all set on your end?

TC



**Tricia Case**  
Senior Administrative Assistant | Office of Student Conduct  
Ronan Hall | Central Michigan University  
P: 989-774-1345 | E: case1tr@cmich.edu  
www.cmich.edu

---

**From:** "Crawford, Katrina Monique" <crawf2km@cmich.edu>  
**Date:** Friday, October 21, 2016 at 9:48 AM  
**To:** "Case, Tricia Renee" <case1tr@cmich.edu>  
**Subject:** Re: Calendar

Hi Tricia,

1. Any time for these dates work for me:
  - a. Thursday (10/27) morning or afternoon
  - b. Friday (10/28) morning
2. I have added this event to my calendar.

Regards,

Katrina M. Crawford  
Assistant Director  
Office of Student Activities & Involvement  
Fraternity & Sorority Life  
Central Michigan University  
Bovee University Center 101  
Mount Pleasant, MI 48859  
Office: 989-774-3016  
Fax: 989-774-6573



---

**From:** "Case, Tricia Renee" <case1tr@cmich.edu>  
**Date:** Friday, October 21, 2016 at 9:40 AM  
**To:** "Crawford, Katrina Monique" <crawf2km@cmich.edu>  
**Subject:** Calendar

K –

Two meeting requests from us ☺

1. Joe would like to have a follow-up meeting with [REDACTED] (President of Pi Kap Phi) and would like you to present. Do you have availability next week? Options on this end would be:
  - a. **Tuesday (10/25) morning or afternoon**
  - b. **Thursday (10/27) morning or afternoon**
  - c. **Friday (10/28) morning**
2. Tom, Joe and Josh will be having a meeting with [REDACTED] who is the President of Phi Sigma Phi **NEXT FRIDAY (10/28) at 2:00pm** and they would appreciate your presence as well.

THANKS!

TC



**Tricia Case**  
Senior Administrative Assistant | Office of Student Conduct  
Ronan Hall | Central Michigan University  
P: 989-774-1345 | E: case1tr@cmich.edu  
www.cmich.edu

**Subject:** Re: President Name  
**Date:** Thursday, October 20, 2016 at 4:02:38 PM Eastern Daylight Time  
**From:** Case, Tricia Renee <case1tr@cmich.edu>  
**To:** Crawford, Katrina Monique <crawf2km@cmich.edu>  
**Attachments:** image001.jpg, image002.png, image003.jpg

Perfect...thank you!!



**Tricia Case**  
Senior Administrative Assistant | Office of Student Conduct  
Ronan Hall | Central Michigan University  
P: 989-774-1345 | E: case1tr@cmich.edu  
www.cmich.edu

---

**From:** "Crawford, Katrina Monique" <crawf2km@cmich.edu>  
**Date:** Thursday, October 20, 2016 at 3:50 PM  
**To:** "Case, Tricia Renee" <case1tr@cmich.edu>  
**Subject:** Re: President Name

Hi Trisha,

I hope you are well.

President

Phi Sigma Phi

Regards,

Katrina M. Crawford  
Assistant Director  
Office of Student Activities & Involvement  
Fraternity & Sorority Life  
Central Michigan University  
Bovee University Center 101  
Mount Pleasant, MI 48859  
Office: 989-774-3016  
Fax: 989-774-6573



**From:** "Case, Tricia Renee" <case1tr@cmich.edu>  
**Date:** Thursday, October 20, 2016 at 3:49 PM  
**To:** "Crawford, Katrina Monique" <crawf2km@cmich.edu>  
**Subject:** President Name

K –

Are you able to provide me with the name and number for the President of Phi Sigma Phi? Tom and Joe would like to have a meeting with him.

Thanks! ☺

TC



**Tricia Case**  
Senior Administrative Assistant | Office of Student Conduct  
Ronan Hall | Central Michigan University  
P: 989-774-1345 | E: case1tr@cmich.edu  
[www.cmich.edu](http://www.cmich.edu)

**Subject:** Calendar  
**Date:** Friday, October 21, 2016 at 9:40:54 AM Eastern Daylight Time  
**From:** Case, Tricia Renee <case1tr@cmich.edu>  
**To:** Crawford, Katrina Monique <crawf2km@cmich.edu>  
**Attachments:** image001.jpg

K -

Two meeting requests from us ☺

1. Joe would like to have a follow-up meeting with [REDACTED] (President of Pi Kap Phi) and would like you to present. Do you have availability next week? Options on this end would be:
  - a. **Tuesday (10/25) morning or afternoon**
  - b. **Thursday (10/27) morning or afternoon**
  - c. **Friday (10/28) morning**
2. Tom, Joe and Josh will be having a meeting with [REDACTED] who is the President of Phi Sigma Phi **NEXT FRIDAY (10/28) at 2:00pm** and they would appreciate your presence as well.

THANKS!

TC



**Tricia Case**  
Senior Administrative Assistant | Office of Student Conduct  
Ronan Hall | Central Michigan University  
P: 989-774-1345 | E: case1tr@cmich.edu  
www.cmich.edu



**Subject:** Re: Presidents  
**Date:** Tuesday, December 6, 2016 at 10:09:31 AM Eastern Standard Time  
**From:** Case, Tricia Renee <case1tr@cmich.edu>  
**To:** Crawford, Katrina Monique <crawf2km@cmich.edu>  
**Attachments:** image001.jpg, image002.png, image003.jpg

No problem...this is a great start. THANK YOU! ☺

TC



**Tricia Case**  
Senior Administrative Assistant | Office of Student Conduct  
Ronan Hall 280 | Central Michigan University  
P: 989-774-1345 | E: case1tr@cmich.edu  
www.cmich.edu

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**From:** "Crawford, Katrina Monique" <crawf2km@cmich.edu>  
**Date:** Tuesday, December 6, 2016 at 10:05 AM  
**To:** "Case, Tricia Renee" <case1tr@cmich.edu>  
**Subject:** Re: Presidents

Hi Tricia,



President  
President  
President

Delta Sigma Theta  
Kappa Sigma  
Phi Sigma Phi



I don't have the phone numbers just yet.

Regards,

Katrina M. Crawford  
Assistant Director  
Office of Student Activities & Involvement  
Fraternity & Sorority Life  
Central Michigan University

Bovee University Center 101  
Mount Pleasant, MI 48859  
Office: 989-774-3016  
Fax: 989-774-6573



Office of  
Student Activities  
& Involvement

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**From:** "Case, Tricia Renee" <case1tr@cmich.edu>  
**Date:** Monday, December 5, 2016 at 4:48 PM  
**To:** "Crawford, Katrina Monique" <crawf2km@cmich.edu>, "Rossman, Danielle Lynne" <rossm1dl@cmich.edu>  
**Subject:** Presidents

Hello Friends,

I'm going to be contacting the presidents for three fraternities and I have a president's name listed in the roster but want to make sure it is still accurate and hopefully get a phone #:



Can either of you help? ☺

TC



**Tricia Case**  
Senior Administrative Assistant | Office of Student Conduct  
Ronan Hall 280 | Central Michigan University  
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[www.cmich.edu](http://www.cmich.edu)